

CAUT/ACPPU BULLETIN

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Closure of Journalism School at Western sparks controversy

by Kerry Badgley

The death knell has sounded for the University of Western Ontario's journalism program. The university's senate voted at a special meeting September 29 in favour of closing the graduate school of journalism on April 30, 1994. The school's last chance rests with the university's board of governors, scheduled to meet October 29 for a final vote.

The University of Western Ontario had announced on April 16 this year that its president and vice presidents would recommend to the university's senate and board of governors that the graduate school of Journalism cease operating at Western.

The university also announced that arrangements had been made for Western faculty members to join the School of Journalism at Carleton University, although faculty will be given the option of accepting positions in other departments at Western. In addition, all administrative staff will be given alternative positions within the university.

Citing the need to trim some

13 per cent from its operating budget (the university is in the final stages of a three-year budget cutting exercise) and the inability to "invest sufficient resources in journalism to guarantee the future viability of the school," Western President George Pedersen added that the school was deemed a low priority for the university.

In the April 16 press release it was also noted that this "restructuring" responds to the government of Ontario's policies and incentives "and has the full support of both the Government of Canada...and the Ontario Ministry of Education and Training."

In May President Pedersen indicated the Senate Committee on University Planning (SCUP) would develop the terms of the proposal over the summer and then present a report to the senate in September for its consideration.

The decision to close the School came as a surprise to those concerned, and Western's Dean of Journalism Peter Desbarats vowed to fight

the proposed move. In early September he submitted a proposal to share the school's facilities, faculty and programs with the University of Windsor and Ryerson Polytechnic University. Officials at Carleton's School of Journalism have adopted a policy of neutrality on the issue.

The University of Western Ontario's Faculty Association (UWOFA) also indicated it would contest the closure of the school, and that it would seek an agreement with the administration with respect to a process for future restructuring exercises of this kind.

UWOFA president A.M. Young suggested in a letter to Pedersen on June 30 a number of procedures for responding to SCUP's proposal to cut the School of Journalism. What the university needs, according to Young, is a "sound procedure of the kind used elsewhere in the institution," for matters such as promotion, tenure, or dismissal.

Young requested that an academic assessment of the School of Journalism be

undertaken; that SCUP schedule a series of hearings on the issue; that the hearings be open; and that if SCUP decided to make a recommendation in this matter, it present a report to the senate that would include "a body of material that will fairly reflect the full range of opinions it received during the consultative period."

Young also contended that to leave the decision solely in the hands of SCUP would be unfair, as only four of its 17 members are elected academics. The balance of SCUP, according to Young, "is dominated by ex officio members, most of them members of an administration that has already announced its decision in advance."

SCUP Chair Alice Mansell replied to Young's letter to Pedersen, stating that the procedures suggested by UWOFA, in the committee's judgement, "would abrogate authority as specifically prescribed to senate and its committees in terms of the governance structure defined by the University Act." As such,



Archie Young

SCUP will not negotiate the issue with UWOFA, CAUT, or other interested groups.

In response to Young's claim that SCUP is heavily weighted in favour of the administration, Mansell pointed out that a number of SCUP members are not closely tied to administrators (including the two student representatives and the chairs of two other university committees). Moreover, the four members of the Senior

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Fermeture de l'école de journalisme à l'Université Western Ontario

Dans la foulée d'un exercice visant à réduire les budgets, l'Université Western Ontario a annoncé en avril dernier qu'elle recommanderait cet automne au sénat et au conseil des gouverneurs la fermeture de l'école de journalisme. Réuni en assemblée extraordinaire le 29 septembre dernier, le sénat a sonné le glas de l'école en votant pour sa fermeture le 30 avril 1994. Le conseil des gouverneurs doit voter sur la question le 29 octobre prochain.

Le recteur de l'Université Western a déclaré qu'il avait l'aval du gouvernement fédéral et du ministère de l'Éducation de l'Ontario.

Elle a annoncé par la même occasion que les professeurs de l'école joindraient ceux de l'école de journalisme de l'Université Carleton. Le recteur de l'Université Western a déclaré qu'il avait l'aval du gouvernement fédéral et du ministère de l'Éducation de l'Ontario.

La décision de fermer l'école de journalisme a surpris toutes les personnes touchées. Le doyen de l'école a proposé au début de septembre de partager les installations, les professeurs et les programmes avec l'Université de Windsor et la Ryerson Polytechnic University. D'autre part, l'Université of Western Ontario's Faculty Association (UWOFA) a laissé entendre qu'elle contesterait la fermeture de l'école. Le président, A.M. Young, a écrit au recteur Pedersen le 30 juin pour demander notamment la tenue d'une évaluation pédagogique de l'école ainsi que des audiences publiques.

Le comité du sénat responsable de la planification universitaire a répliqué que les délibérations se feraient à huis clos et qu'il ne négocierait pas la question avec l'UWOFA ni avec l'ACPPU.

L'UWOFA a décidé de contester le caractère secret des délibérations en protestant auprès du président du sénat, le recteur Pedersen. Elle a aussi demandé à l'ACPPU d'instituer une enquête sur la méthode employée par l'université pour fermer des programmes d'enseignement.

NEWS UPDATE

Situation at Dalhousie

An emergency resolution passed at CAUT Council on October 2 affirmed the rights of academics to determine academic priorities, and declared support for the Dalhousie Faculty Association's resistance to violations of its collective agreement. It condemned the actions of President Clark in usurping the authority of the Senate and declared its abhorrence of the attempt by the President to terminate academic staff positions in ways inconsistent with the collective agreement between the DFA and Dalhousie's Board of Governors. The motion urged President Clark to withdraw his recommendations and abide by the collective agreement.

President Clark of Dalhousie University has recommended that the Departments of Theatre, including Costume Studies, and Music in the Faculty of Arts and Social Sciences and the Schools of Public Administration and Library and Information Studies in the Faculty of Management be phased out and closed down.

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LETTERS / COURRIER

Editors can't
dodge duty

As the editor of *Prairie Forum*, I found absurd the suggestion by Professors Nicholls and Tatum in the May 1993 issue that editors of scholarly journals have no discretion over articles that receive a favourable external review.

In the first place, every editor has the duty to determine whether an article deals with subject matter appropriate to the journal in question. Secondly unless s/he views the editorial role as purely clerical, the editor is called upon to seriously analyze each review to ensure that questionable features of a manuscript have been dealt with. If they have not been, it is obvious that more reviews are needed.

What competence does an editor bring to the position if s/he is unable or unwilling to take responsibility for choosing reviewers who will do a thorough job and taking corrective measures when they fail to come through?

The suggestion that the editor of a physics journal had no choice but to publish a pop sociological piece which met no scientific criteria because one unnamed reviewer said the article was fit to print strains credulity. While his unwillingness to name the reviewer is understandable, his decision to hide behind the shield of this masked man is not.

As editors, we cannot ethically publish work that bears no scrutiny and deserve contempt if we cannot admit fault when we do. Babbling about political correctness and shrill protesters is, in this case, merely a diversionary tactic to avoid taking editorial responsibility.

Alvin Finkel
History
Athabasca University

Report demands
to be read

The Report of the Saskatchewan University Program Review Panel needs to be read in its entirety in order to understand its 27 recommendations and why there are mixed reviews about it.

For example, in the CAUT article, (Provincial Roundup, June 1993, p.10), it was stated that one of the main recommendations of the report was that "spaces in occupational therapy continue to be provided through the universities of Manitoba and Alberta and that the College of Dentistry at the University of Saskatchewan be phased out in return for the government's purchase of spaces in dental schools in other Western provinces."

This statement was followed by a quoted comment from the USFA Chair Paus-Jensen concerning this recommendation that "The notion is intriguing but the practicality might be quite different."

People who have read the full report would understand Professor Paus-Jensen's comment because in the passage leading up to the recommendation about continuing to purchase occupational therapy seats, the review panel itself questions the practicalities of the purchased seat approach by acknowledging what others have been saying for years, that in fact: "These agreements do not solve the scarcity problem, however, as it is still difficult to attract graduates back to Saskatchewan (p.41)."

This inconsistency between statements contained in the body of the report and the final recommendations might account for the mixed opinions about this report on Saskatchewan universities.

Conal Tompson
Physical Therapy
University of Saskatchewan

Correction

This is to confirm that following the election of the Nominating Committee Members at the May CAUT Council Meeting, Dr. Wendy Jerome was appointed chair of the committee. The *CAUT Bulletin* reported in error (June 1993) that Robert Chernomas from the University of Manitoba was chair.

Darlene McIntosh
Executive Assistant
Laurentian University
Faculty Association

Devoted servants slighted?

Donald Savage's use of the straw man device in his defensive account of faculty unionization, in your May issue, carries an implication that is unjust to a number of devoted servants of the CAUT who can no longer speak for themselves. Anyone who supposes that Stewart Reid, Frank Scott, Bora Laskin, Hilda Neatby, Fred Howes, etc., etc., were naively dreaming of a Canadian university modelled on Harvard and/or Oxbridge ought to consider the volume of essays that the association sponsored three decades ago.

The words of its title were those of a politician well aware of the elitist injustices inherent for centuries in the Oxbridge approach to education. "A place of liberty" was what Disraeli said a university should be, not what it was. Some of the essays may be relevant still: for example, the one by Underhill, to whom Savage refers.

As to Duff and Berdahl, whom it seems now to be the fashion to denigrate, they were well aware that their Canadian sponsors were concerned to find structures suitable to the Canadian scene. It is as wrong to assume otherwise as it would be foolish to criticize them for not

writing in the 1990s.

Further, academic freedom and tenure were far from being dependent on unionization for their protection. The AF&T Committee under J.B. Milner's leadership developed in the 1960s statements about policies and procedures that were both clear and effective, as events at various universities across Canada soon testified. Perhaps they are out of date in 1993; but in their time they were better than those in the United States (partly because they came later) or Great Britain, and they must surely have served as the basis for whatever succeeded them.

It is possible that unionization was the surest means of increasing salaries. It suits nicely the corporation model and implies a degree of acceptance of it that the early leaders of the association were opposed to. Whether it has been uniformly effective — has it led to more equitable treatment of teachers on limited appointments, for example? — is evidently less certain.

J. Percy Smith
Honourary Life Member, CAUT

SWC supplement called propaganda

Don't get me wrong: I entirely agree with Alan Baker's assessment of the methodological deficiencies of Gordon Freeman's infamous article in the September 1990 Canadian Journal of Physics (letter, May 1993). What should be of greater concern to the academic community than this isolated incident, however, is the methodologically indistinguishable propagandizing which is pumped out year after year by the CAUT. I refer, of course, to the annual Status of Women Committee supplements.

Consider the 1993 supplement, devoted to "educational equity." We are told that female university students are disadvantaged in literally hundreds of ways. What we are not told is that in 1992 there were 23.7 per cent more female than male undergraduates, and that female university students have historically had higher completion rates and higher GPAs than their male cohorts. If these numbers reflect the results of being "disadvantaged," then women must indeed be a superior kind of creature.

Judgments concerning equity and disadvantage are essentially comparative and to reach valid comparative conclusions, one must have representative samples from all groups being compared. As obvious as this point is, not one per cent of the 12-page SWC supplement deals with the experiences of university men; nor is the slightest attempt made to show that the experiences of

the women in their sample are representative of the experiences of university women in general.

What Professor Baker says about the Freeman article applies equally to the SWC supplements: they do "not follow the requirements for a research article, ...neglecting to apply controls against bias in data collection or tests of data validity, and concluding that correlations exist without having reported any sampling design, any definitions of variables, any systematically tabulated set of data, any statistical analysis, any estimates of parameters, or any significance tests."

Baker goes on, "In the context of social science, [such] work would probably receive a C-minus as an undergraduate paper, a failing grade as a graduate paper, or a clear rejection from a journal." At least it would if its conclusions were politically incorrect. But when the conclusions reached by these methods are politically correct, there is no end of publication opportunities for them. Indeed, they are touted as embodying an important new feminist perspective or methodology — and are deemed to have equal or greater merit than "traditional" research methods in hiring, promotion, and tenure decisions.

Grant A. Brown
Faculty of Management
University of Lethbridge

CAUT Meeting Schedule

Committee	Date	Location
SWC	Oct. 20-21	Winnipeg
SWC Conference	Oct. 21-23	Winnipeg
Defence Fund	Oct. 23-24	Toronto
AF&T	Oct. 29-30	Ottawa

Calendrier des réunions de ACPPU

Comité	Date	Lieu
CSF	20-21 octobre	Winnipeg
Atelier CSF	21-23 octobre	Winnipeg
Caisse de défense	23-24 octobre	Toronto
CLUPE	29-30 octobre	Ottawa

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Questions?

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Alan Andrews

EDITORIAL / ÉDITORIAL

Simplistic 'user-pay' schemes
no way to fund PSE

The *Globe & Mail* recently published a couple of editorials which purported to contain the solution to the desperate plight of Canada's underfunded universities. It was indeed pleasing to see the root cause of the predicament the nation's universities are in forthrightly acknowledged by the editorial writers of one of Canada's national newspapers.

However, since the *Globe* also apparently accepts that any measure, no matter how dire, is justified if it promises to reduce a budget deficit, it was willing to exhort neither the federal government for its failure to sustain the national tradition of commitment to higher education nor provincial governments for their failure to rally the opposition to this dereliction.

Instead, the *Globe* proposed in those July editorials the user pay solution, i.e. that students bear the full cost of tuition. They would be added to do this by loans which would be repaid over time by the annual deduction, over and above income taxes, of a proportion of their income. Repayment is thus contingent on income, and such a scheme is known as income contingent repayment.

Any neophyte mathematician will appreciate that income contingent repayment schemes mean the higher the earnings, the faster the graduate dissolves his or her debt, thereafter monies are available to support large mortgages or whatever lifestyle choices appeal to the rich and somewhat famous.

The lower the subsequent earnings the less the annual repayment, but of course the longer the debt burden has to be carried.

To be fair, the *Globe's* editorial writer did recognize to some extent the potential inequity of the scheme. Thus, in a refinement of what had previously been advocated by the *Globe*, the AUCC and others, the *Globe* now proposes that no repayment be required as long as income stays below a certain level, and also that after 20 years any unpaid balance on the original loan be forgiven.

In a spirited response, Emily Carasco, the vice president of OCUFA, pointed out the fundamental inequity of the income contingency repayment scheme. It would, she said, inevitably add to the penalties already encountered by those who have traditionally been confronted with obstacles to their participation in higher education. The culture of debt may not faze the wealthy and their offspring, but it certainly arouses anxiety in those whose lives have been characterized by hardship and relative if not absolute poverty. Thus, far from making universities more accessible, the scheme diminishes their accessibility to young women and men from non-traditional groups.

Not the least of the practical objections to the scheme is the phenomenon first identified in New Zealand, a country held up by the *Globe* as a model. What do you do about graduates who leave the country and cease to pay Canadian taxes? Young New Zealand graduates often leave to find fame and fortune elsewhere, frequently in Australia.

When asked about this, the New Zealand government improvised: students would be expected to repay when they returned.

It seems likely that the introduction of an income contingent repayment scheme in Canada would rapidly spawn a graduate export scheme, largely to the U.S., when what of course is needed is some more diligent effort to retain the skills and abilities of our best and brightest in Canada.

A month after the *Globe's* editorials, Peter George, president of the Council of Ontario Universities (COU) wrote in support of larger tuition fees. He justified this by the argument that, after graduation, students will have a greater earning power, and that they should pay for this prospect. He also assumed that students are the only beneficiaries of university education, that they are, in Mr. George's curious phrase, "the end users of the system."

This assumption deliberately ignores the benefits universities bring to society at large, and the shared wealth that accrues from an educated population. The Prime Minister's bedside reading is said to be Paul Kennedy's *Preparing for the 21st Century*. It is to be hoped that she, and others, have taken note of what is said there about the importance for society as a whole, indeed for the survival of humanity, of an educated population. Moreover, to the extent that education produces private wealth, it is as much if not more of a benefit to employers and shareholders, whose wealth comes from the increased skills and abilities of employees, as it is to those who possess those skills.

Why then should the funders of university education be the students who volunteer for it? The studies cited by Mr. George to justify his position are based on the earnings that have been achieved by those who already have a university education. If they have achieved high incomes as a result, and if governments meanwhile have reduced public contributions while lightening the share of taxation borne by exactly these people and their employers, surely the fair method is to expect them and the other beneficiaries of their education to make up the shortfall.

It is instructive that in the same issue of the *Globe* containing Mr. George's letter there appeared a report on the present state of taxation in Canada related to the various parties' election platforms. Among other things, this showed that redistribution of taxes in Canada has meant the level of corporate tax has dropped precipitously while the rich continue to get relatively richer.

The solution to the financial predicament of universities, and the key to preparing for the 21st century, is not to erect barriers to accessibility in the form of forbidding levels of tuition fees nor to encourage greed on the part of university graduates. Rather, Canadians should recognize that all are beneficiaries of a healthy university system and we should fund it through a fair and equitable taxation system.

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Une solution simpliste qui ne devrait pas
servir à financer l'enseignement postsecondaire

Dans de récents éditoriaux, le *Globe and Mail* a prétendu avoir la solution à la situation lamentable des universités canadiennes victimes de sous-financement. De fait, il faisait plaisir de constater que les éditorialistes de l'un des grands quotidiens canadiens reconnaissaient franchement la cause fondamentale de la difficile situation des universités du pays.

Le *Globe and Mail* semble accepter que toute mesure, quelque désespérée qu'elle soit, est justifiée si elle assure une réduction du déficit en retour. Il n'est toutefois pas prêt à faire des reproches acerbes au gouvernement fédéral pour ne pas avoir réussi à maintenir un engagement traditionnel envers l'enseignement postsecondaire ou aux gouvernements provinciaux pour ne pas avoir réussi à rallier l'opposition devant cet état d'abandon.

À la place, le *Globe and Mail*, dans les éditoriaux en question parus en juillet, a proposé comme solution de faire supporter par les utilisateurs, en l'occurrence les étudiants, le coût entier des frais de scolarité. Des prêts d'études leur seraient consentis à cette fin qu'ils devraient rembourser à la longue par une déduction annuelle d'une proportion de leur revenu. Cette déduction s'ajouterait à l'impôt sur leur revenu. Le remboursement dépendrait donc de leur revenu. On appelle ce système le remboursement selon le revenu.

Inutile d'être un grand mathématicien pour comprendre que ce système permettrait aux diplômés touchant un traitement plus élevé de rembourser leurs dettes plus rapidement et d'avoir plus tôt l'argent nécessaire pour supporter une grosse hypothèque ou pour jouir d'un mode de vie qui plaît aux riches et aux personnes

quelque peu connues. À l'inverse, plus le revenu serait faible, moindre serait le remboursement annuel. Évidemment, le fardeau de la dette durerait plus longtemps.

Rendons justice au *Globe and Mail*, ses éditorialistes ont reconnu dans une certaine mesure que le système pouvait être inéquitable. Ainsi, le *Globe* propose maintenant une version raffinée de ce que lui, l'AUCC et d'autres avaient prôné, soit de ne pas exiger de remboursement tant que le revenu demeure inférieur à un certain niveau. Après 20 ans, le solde non remboursé du prêt initial serait effacé.

Emily Carasco, vice-présidente de l'UAPUO, a répliqué avec fougue en soulignant l'injustice fondamentale du système de remboursement selon le revenu. Selon elle, il s'agit d'un fardeau qui s'ajouterait inévitablement à tous les autres obstacles que doivent surmonter les personnes qui, traditionnellement, ont de la difficulté à accéder à l'enseignement postsecondaire. La culture de l'endettement ne déconcerte peut-être pas les biens nantis et leurs rejets, mais elle crée certainement de l'anxiété chez les personnes dont les privations et la pauvreté relative, voire absolue, sont leur lot. Le système proposé, par conséquent, loin de rendre les universités plus accessibles, ne fait qu'en diminuer l'accessibilité pour les jeunes adultes des groupes non traditionnels.

Le phénomène d'abord identifié en Nouvelle-Zélande, pays cité en exemple par le *Globe*, ne constitue pas la moindre des objections pratiques au système. En effet, que faire des diplômés qui quittent le Canada et cessent de payer de l'impôt? Les jeunes Néo-zélandais diplômés vont souvent ailleurs, bien souvent en Australie, en quête

de fortune et de célébrité. Lorsqu'on lui pose la question, le gouvernement néo-zélandais improvise: on s'attend à ce que les étudiants remboursent leurs dettes à leur retour.

Il semble probable que l'introduction au Canada d'un système de remboursement selon le revenu engendrerait rapidement l'exode des diplômés, en grande partie vers les États-Unis. Or, ce dont nous avons besoin, bien entendu, est de s'efforcer davantage de retenir ici les compétences et les habiletés des meilleurs et des plus brillants.

Un mois après la parution des éditoriaux du *Globe and Mail*, Peter George, président du Conseil des universités de l'Ontario, a écrit qu'il était en faveur de frais de scolarité plus élevés. Pour justifier ses propos, il a avancé comme argument que les étudiants, une fois leur diplôme obtenu, auraient un salaire potentiel supérieur. Ils devraient donc payer pour cette perspective. Il a en outre présumé que les étudiants étaient les seuls bénéficiaires d'une formation universitaire et les «utilisateurs finals» du système, pour employer sa curieuse expression.

En présumant de la sorte, il ignore délibérément les avantages que les universités apportent à la société en général et la richesse commune qu'accumule une population instruite. La rumeur veut que le livre de chevet de la première ministre soit l'ouvrage de Paul Kennedy, *Preparing for the 21st Century*. Il est à espérer que la première ministre et d'autres ont retenu ce que l'auteur dit sur l'importance d'une population instruite pour la société dans son ensemble, voire pour la survie de l'humanité. De plus, dans la mesure où l'instruction engendre la richesse personnelle, il est tout au plus à l'avantage des

employeurs et des actionnaires, dont la richesse dérive des compétences et des habiletés accrues des employés, qu'il ne l'est pour les détenteurs de ces compétences.

Pourquoi faudrait-il alors que les étudiants subventionnent la formation universitaire, eux qui la choisissent de leur propre gré? Les études sur lesquelles M. George s'appuie pour justifier sa position se fondent sur les gains des personnes qui ont déjà une formation universitaire. Si leur traitement est élevé en raison de cette formation et si les gouvernements, de leur côté, réduisent les fonds publics tout en allégeant la part fiscale de ces personnes justement et de leur employeur, il est certes juste de s'attendre à ce que les diplômés et les bénéficiaires de leur formation compensent le manque à gagner.

Fait intéressant à signaler, dans la même édition du *Globe* dans laquelle est parue la lettre de M. George, il y avait un rapport sur l'état actuel de la fiscalité au Canada lié aux programmes électoraux des différents partis. Le rapport montrait entre autres que la nouvelle répartition des impôts au Canada avait entraîné une chute abrupte du niveau d'impôt sur les sociétés, les riches continuant de s'enrichir.

Pour mettre un terme à la difficile situation des universités et se préparer au 21^e siècle, il ne s'agit pas d'élever des barrières à l'accessibilité en haussant les frais de scolarité à des niveaux inquiétants ni en encourageant la cupidité chez les diplômés universitaires. Il faut plutôt que les Canadiens et Canadiennes reconnaissent qu'ils sont tous bénéficiaires d'un système universitaire en santé et que nous devrions le financer au moyen d'un régime fiscal juste et équitable.

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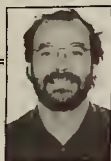
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Ron Melchers

COLLECTIVE BARGAINING AND ECONOMIC BENEFITS

How to keep discretionary decision-making from turning arbitrary

Perceived arbitrariness on the part of employer representatives in decisions concerning members is by far the most frequently cited reason behind any action undertaken by a faculty association whether it is the assumption of a grievance on behalf of a member or the presentation of demands in collective bargaining.

Arbitrariness inevitably occurs in areas where discretion is left to agents of the employer and can be defined as the inappropriate use or the abuse of discretion. Discretion occurs at all levels in organizations — in collective agreements, in regulations, in policy statements, manuals of procedure and in formal or informal instructions given by supervisors.

Faced with cases where discretion is abused, an association's first response is to try to reduce its scope by negotiating more precise rules and firm criteria for decision-making. Certainly, when discretion is consistently abused or when decisions involve fundamental rights and freedoms, this is the only option.

However, some discretion in decision-making is inevitable and is often beneficial and necessary to ensure fair and equitable treatment of members when it is appropriately structured.

The ideal goal in dealing with the issue of discretion is not its elimination but rather its structuring so that it contributes to the fairness and effectiveness of

the system. Organizations which tend to use discretion appropriately are those which have ensured:

- a clear underlying philosophy and well-defined goals and objectives understood by all parties;
- qualified and trained staff;
- adequate and accurate information; and
- suitable review procedures.

These are present in varying degrees in most universities, but are not always granted the importance they should be as part of decision-making in human resource management. Where these characteristics are absent, pressure mounts for more formal rules and criteria. An inevitable accompanying incapacity to apply them fairly leads to a spiralling multiplication of unresolved conflicts and overburdened participants. Once engaged, this cycle is hard to break.

Harry Beatty, in reviewing the issue of discretion for the Ontario public service, has offered six criteria for assessing advisability of discretion as opposed to precise rules governing decisions:

- Discretion should be limited in matters of basic entitlements or requirements such as tenure or job security, salaries, benefit levels and basic access to services and resources. These should be mandatory (i.e. rule- and criteria-driven) with little discretion allowed;
- Discretion may be necessary to ensure coordination between sets of regulations, programs, jurisdictions and systems;
- Discretion may be necessary to ensure equality of treatment among individuals in cases where relevant concerns may be too numerous to take into adequate consideration in making precise rules;
- Discretion may be warranted on the grounds of cost-effectiveness. It would be inappropriate to draft precise rules to cover unusual or non-recurring situations. In routine matters, blanket procedures are more cost-effective than case-by-case discretionary decision-making;
- Precise rules have the advantage of ensuring predictability. For example, when procedures are discretionary this may act as a disincentive to

individuals faced with exercising initiative in undertaking an endeavour or opportunity. Under precise rules, individuals are better able to plan their careers;

- Discretion is advised when multiple factors are involved in decision-making and precise rules are unfeasible and cumbersome.

A number of strategies exist for a more adequate structuring of the use of discretion. Generally these involve more openness, improved human resource management and establishment of a clear organizational philosophy. Further to this, four specific strategies can be identified.

Detailed review

A detailed review of fact-finding procedures should be instituted involving clients, third parties, employees and including practices for the recording and keeping of information.

Consistent rules and application

To achieve consistency in rules and policy application, collective agreements and regulations must be systematically reviewed and made more accessible through interpretative brochures and illustrative materials. Plans, policy statements and procedures must be subject of open public discussion. Manuals should ensure accuracy and clarity. In particular, a case law approach to manual preparation is recommended.

To improve local policies and procedures, either formal or informal and including supervision, the organization must include reporting requirements, systematic review and openness. The production of indexes and checklists for routine decision-making and training could result in better local and supervisory decision-making.

Responsible judgement

Responsible judgement as defined in administrative law establishes the point at which discretion leads to arbitrariness and abuse. Decisions must be based on "relevant considerations," reasons must be given and information upon which the decision is based must be shared. Decision-makers must have sufficient resources and

time. Heavy workloads are clearly inconsistent with good decision-making.

In complex cases, interviews should be required so the parties are sufficiently informed. Absence of discrimination, both on prohibited grounds and of a more inclusive nature, can only be assured by requirements to give cause of administrative decisions and by individual and advocate access to information used to arrive at decisions.

Furthermore, decisions should be subject to spot checks and to centralised review where this is consistent with the delegation of decision-making. Training of staff and peer committee members is also advised.

Finally, there is a responsibility to use discretion where it is granted. Subjecting discretionary decisions to restrictive rules is termed "fettering" in administrative law. Giving of reasons and review help to minimize fettering. Another form of fettering is withholding information concerning access to discretionary benefits or entitlements. This is clearly an abusive practice.

Effective review of decisions

Effective review should ensure that decisions are made fairly and efficiently without encumbering the university with administrative costs. This appears to be a particularly problematic area in peer decision-making. Supervisory review may constitute a problem if those charged with a decision are thereby restricted in the use of the discretion they are granted.

Many discretionary decisions appropriately made at a local level are altered inappropriately at more removed levels where the necessary conditions to ensure fair use of discretion are not met.

At the other extreme, the inappropriate delegation of authority for decision-making within the university has been a persistent problem. The establishment of central office to handle internal review of decision-making can help ensure its effectiveness.

(Ron Melchers is a member of the Executive Committee of the CAUT Collective Bargaining Cooperative.)

Appointment



Kevin Banks

Alon Andrews, President of CAUT, and Joyce Lorimer, Chair of the CAUT Collective Bargaining Cooperative, are pleased to announce the appointment of Kevin Banks to the position of Collective Bargaining Officer (Legal) effective September 14, 1993. During the 1992-93 year, Kevin was an LL.M. candidate at Harvard Law School. Prior to returning to school, he was employed by the Toronto law firm of Jesin

and Watson and was engaged primarily in labour, employment, workers' compensation, civil and criminal litigation matters. Admitted to the Ontario Bar in 1991, Kevin received his LL.B. and B.A. from the University of Toronto.

Nomination

Alon Andrews, président de l'ACPPU, et Joyce Lorimer, présidente de la Coopérative de négociation collective de l'ACPPU, sont heureux d'annoncer la nomination de Kevin Banks aux services juridiques de la Coopérative de négociation collective à compter du 14 septembre 1993. En 1992-1993, Kevin était candidat à la maîtrise en droit de la Harvard Law School. Avant de retourner aux études, il travaillait pour le cabinet d'avocats Jesin et Watson de Toronto et s'occupait principalement de litiges relatifs à l'emploi, aux relations de travail, aux accidents du travail ainsi que d'affaires civiles et criminelles. Admis au Barreau de l'Ontario en 1991, il détient de l'Université de Toronto un baccalauréat en droit et un baccalauréat en arts.

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TAX FAX

**Robertson
& Hill**
Chartered Accountants

To: CAUT Members
From: Steven Dyck

Re: Lifetime capital gains exemption

Whatever the result of the 1993 federal general election, the new government will be forced to look at generous provisions in the tax law such as the lifetime capital gains exemption. This has indeed already begun.

The lifetime exemption is available to any taxpayer, enabling him to earn up to \$100,000 of capital gains with no tax payable. There are thus significant advantages to be derived from triggering the capital gains before the law changes, achievable in several ways. Generally, capital property passes upon death to a spouse at its original cost (so no capital gains), but a surviving taxpayer can choose to have it transferred at a higher value, and — by using up the deceased's exemption — reduce their own tax when they sell the asset later. Other taxpayers are making gifts of capital property, during their lifetime, and taking advantage of the rule that gifts are deemed made at market value, with the giver thus realizing a capital gain. So a family cottage can be given now to a child over 18, the parents offsetting their capital gains against their exemption.

This strategy for real estate is particularly useful because of the recent restrictions on the exemption,

which pro-rate the \$100,000 and effectively deny it for the portion of the gain arising after February 1992. Every year a real property (other than principal residence) is held now will reduce the amount of lifetime exemption a taxpayer can use against capital gains on property.

Taxpayers who own shares in active businesses are transferring those shares to their holding companies. This transfer is normally effected at original cost to avoid tax, but proper planning can trigger enough tax to use the exemption, and eventually save the taxpayer considerable tax. This procedure requires that the active company meet strict criteria, and can only be done with professional advice, but the rules presently allow these taxpayers to shelter an extra \$400,000 of gains in addition to the original allowance.

Another rule to remember is that ability to use the exemption is reduced by "cumulative net investment loss" — including interest expenses claimed since 1988, property losses (including from MURBS), and partnership losses.

The rules are complex, but the rewards are significant. There is no reason to expect they will always be available.

Tax Fax Update

RPP clarification

In a previous Tax Fax column, we discussed the possibility of contributing an extra \$3,500 annually to your pension plan under certain provisions of the Tax Act specifically designed for teachers. As some readers have advised us, this may be very difficult to do in practice because recent amendments to the Tax Act have greatly restricted the circumstances under

which these contributions are permitted. At least one university which previously accepted \$3,500 teacher contributions has by now ceased doing so. If you are interested in making the additional \$3,500 contribution, you should enquire about this possibility with the personnel department of your university."

(Steven Dyck, C.A., is senior manager with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

The CAUT Collective Bargaining Cooperative is planning a

GRIEVANCE OFFICERS' CONFERENCE

Friday evening November 5 to Sunday noon November 7, 1993
Montreal Bonaventure Hilton, Montreal

DRAFT AGENDA

The Collective Bargaining Cooperative is pleased to announce its 1993 Grievance Officers' Conference, to be held in Montreal, Quebec, on November 5, 6 and 7, 1993.

WHO SHOULD ATTEND?

This conference presents an opportunity for grievance officers from faculty associations to get together to share information and ideas, and to learn about and debate the current issues in grievance and arbitration on university campuses. Interested members of faculty associations are also welcome to attend.

TOPICS TO BE ADDRESSED

This year's conference will include sessions on:

- The importance of language in formal notices of grievance
- Suspension
- Dismissal following criminal charges
- The relationship between the grievance/arbitration process and collective bargaining issues
- The U.S. grievance and arbitration experience
- Current cases and dilemmas in Canadian university grievance and arbitration

For further information and registration, please contact Louise Desjardins or Maureen Kilgour, CAUT Collective Bargaining Cooperative (613) 237-6885.

La Coopération de négociation collective de l'ACPPU organise une

CONFÉRENCE DES AGENTS DE GRIEF

du vendredi soir 5 novembre au dimanche midi 7 novembre 1993
à l'Hôtel Bonaventure Hilton à Montréal

ORDRE DU JOUR PROVISOIRE

La Coopération de négociation collective a le plaisir d'annoncer la tenue de la conférence des agents de grief à Montréal, Québec, du 5 au 6 novembre 1993.

S'ADRESSE À QUI?

La conférence offre aux agents de grief des associations de professeurs l'occasion de partager des renseignements et des idées, de s'informer sur les questions de l'heure en matière de grief et d'arbitrage dans les universités et d'en discuter. La conférence s'adresse également aux membres intéressés des associations de professeurs.

SUJET DES SÉANCES

La conférence de cette année offrira des séances sur les sujets suivants:

- L'importance du libellé des avis de grief officiels
- Les suspensions
- Le congédiement à la suite d'accusations criminelles
- Le rapport entre le règlement de grief et l'arbitrage et les questions de négociation collective
- L'expérience américaine en matière de grief et d'arbitrage
- Grief et arbitrage dans les universités canadiennes: causes actuelles et dilemmes

Pour obtenir des informations ou pour vous inscrire, veuillez téléphoner à Louise Desjardins ou Maureen Kilgour, Coopération de négociation collective de l'ACPPU (613) 237-6885.

Appointment

Alan Andrews, President of CAUT, is pleased to announce the appointment of Maureen Webb to the position of Professional Officer (Legal Services) effective September 1, 1993. Maureen comes to CAUT from the Toronto law firm of Gowling, Strathly & Henderson where her practice consisted of approximately two-thirds labour and related areas of law and one-third civil litigation. Called to the Ontario Bar in 1990, Maureen received her LL.B. from the University of Toronto and her Bachelor of Arts from Queen's University. Maureen will be replacing Howard Snow during his two year educational leave of absence.



Maureen Webb

Nomination

Alan Andrews, président de l'ACPPU, est heureux d'annoncer la nomination de Maureen Webb aux services juridiques à titre d'avocate. Elle est entrée en fonction le 1^{er} septembre 1993. Maureen était auparavant à l'emploi du cabinet d'avocats Gowling, Strathly et Henderson de Toronto où les deux tiers de son travail consistait à s'occuper de litiges en relations de travail ou dans des domaines connexes du droit et le dernier tiers en litiges civils. Admise au Barreau de l'Ontario en 1990, Maureen détient un baccalauréat en droit de l'Université de Toronto et un baccalauréat en arts de l'Université Queen's. Maureen remplacera Howard Snow pendant son congé d'études de deux ans.

Closure of Journalism School

continued from page 1

Planning Group (which made the recommendation to close the School) — who also sit on SCUP — have withdrawn from deliberations pertaining to the proposal. As well, SCUP has permitted faculty to make written submissions on the issue.

In its July newsletter, UWOFA called for open hearings, and that the School of Journalism be allowed an observer as well as a representative who would have the right to question those appearing before the proceedings. SCUP responded by saying the deliberations would be closed.

SCUP voted six to five in favour of the administration's plan, and presented its report to senate at the special meeting on Sept. 29.

The secrecy of the process has become a major point of contention for UWOFA and, because of this and a number of other problems, UWOFA has decided to lodge a protest with the chair of senate (President Pedersen), and has asked CAUT to launch an inquiry into Western's procedures for addressing proposals to terminate established academic units.

CAUT has taken the position that although Western's senate is, by law, responsible for the university's academic policy, this does not preclude "negotiation with the faculty association or discussing the question with anyone else." For example,

although the board of governors is responsible for employees' contracts, this has not prevented it from negotiating with UWOFA on these matters.

Moreover, the process, as laid out by SCUP, is flawed. According to CAUT President Alan Andrews, "The rejection of formality, with written submissions and hearings affording the opportunity for proper testimony and questioning, seems to indicate a reluctance to be seen to be fair."

In Andrews' view, the central issue in this matter "is the process whereby universities go about these decisions. It is critically important that their process be fair and reasonable, and be seen to be so."

CAUT has also written the federal government to question its involvement in the restructuring exercise.

CAUT guidelines have always noted the difficulties universities face with respect to financial exigencies or redundancy situations. CAUT also realizes that dealing with these situations is an entirely internal process; but at the same time all faculty at a university are party to it and should play a role in such decisions because a vote to abolish another program is a vote to retain one's own.

(Kerry Badgley is a doctoral candidate in the History Department at Carleton University.)

ACADEMIC FREEDOM

Memorial tenure case:

Arbitrator's ruling is another clear verdict for open files

When professors launch grievances under collective agreements because they have been denied tenure or academic rank, should the arbitrator allow comparisons with the files of other members of the faculty?

Yes, says arbitrator Dan Soberman in a recent tenure case at Memorial University of Newfoundland despite the contrary arguments of the university administration that such files were private, i.e. open only to the administration.

"Had we accepted this argument (of the administration)," said the majority, "we would have been left to reach our conclusion without any guidance concerning the criteria applied by the University in analogous cases."

The majority cited various arbitrations in which similar rulings had been made including two cases at the University of New Brunswick in 1983 and 1985, one at OISE in 1984 and another at Memorial in 1990.

In 1983 at UNB arbitrator Kruger ruled: "We find that without evidence from the files of others promoted at the University, we are unable to ascertain the standard by which distinction is measured." In 1985 arbitrator Soberman stated: "...assessment committees cannot escape the issue of comparability: it is essential to requirements of fairness and consistency." In 1990 at Memorial arbitrator Outhouse noted that "...such documents are clearly compellable at law." He stated: "They are clearly relevant to the issue of comparable practice."

CAUT staff lawyer Howard Snow successfully argued this point before the arbitration at Memorial. The dissent by the management nominee did not contest this

particular question.

CAUT has held for some time that comparable files should be available in hearings concerning academic merit. The CAUT Collective Bargaining Cooperative has published a paper co-authored by Jeff Sack O.C. and Donald Savage, CAUT Executive Director, on the general question of openness and confidentiality in tenure and promotion hearings which argues for greater openness.

Arbitrator Soberman, however, ruled that the union could not have access to all files throughout the university of a comparable nature since there were a sufficient number in the faculty in question for a reasonable comparison and since there are major differences between disciplines and professions in regard to what is expected of probationary candidates.

In this case the arbitrator required the union and the administration to sort through the files in question to come up with a list of relevant comparisons and then heard the evidence in closed session. The arbitrator referred to the relevant comparisons in his published report simply as professors x, y, and z.

It is hard to understand why the administration at Memorial chose to contest this issue for a second time but as a consequence there is now another clear arbitral decision in favour of the openness and comparability desired by CAUT.

(Memorial University of Newfoundland Faculty Association (Coorze Grievance) and the Memorial University of Newfoundland (Soberman), March 24, and July 5, 1993.)

No 'secret deals' on journalism move, says president

I am writing to correct a misapprehension purveyed by Alan Andrews' editorial in the *CAUT Bulletin* for May 1993. Professor Andrews writes that, "it appears the decision to transfer the Graduate Journalism program at the University of Western Ontario to Carleton was signed, sealed and delivered by the Western administration without any public discussion by the senate and with assistance from the Ontario government's restructuring fund. The senate only will be permitted to discuss what has already been decided."

This certainly did not "appear" from Western's media release announcing that the proposal would be brought before the University Senate and Board of Governors in September (and which carried the title "Future of Journalism at Western to be discussed"), which I enclose by way of clarification.

It might also be helpful, in view of the issues of process raised by Professor Andrews, to inform your readers that at the May meeting of Western's senate an item of information was brought forward by the Senate Committee on University Planning, stating precisely the terms of the proposal and indicating that it will be discussed within that committee during the course of the summer and, depending upon the outcome of those discussions, will be reported to the full senate for consideration at its September meeting. Both the public announcement of intent and the senate information item have been put forward to ensure an appropriately broad and collegial consideration of this proposal.

While, obviously, the possible accommodation of faculty members at another institution was explored in preparatory discussions, as was the likelihood of gaining approval from the Ontario Ministry of Education and Training, Professor Andrews' description of "secret deals," formulated and concluded without the appropriate involvement of established governance structures of the university, simply does not conform to the reality.

George Pedersen
President
The University of Western Ontario

Alan Andrews responds:

It was thoughtful of George Pedersen to send CAUT a copy of Western's press release about the fate of its Faculty of Journalism with his letter. The intelligent reader will notice that the only reference to discussion is in the headline UWO's public relations department attached to their story. The first paragraph announces that the trade of the School of Journalism to Carleton University is to be recommended to the Senate and Board of Governors. The remaining paragraphs are largely written in the future indicative tense and describe what "will" happen — not what would or may happen. I think a reasonable person would interpret the statement as I did.

Media release

The University of Western Ontario

April 16/93

Future of Journalism at Western to be Discussed

The Senior Planning Group (President and Vice-President) will, in September of 1993, bring before the Senate and Board of Governors of The University of Western Ontario a recommendation that Western's Graduate School of Journalism cease to admit students after May 1993 and discontinue academic programs as of April 30, 1994.

Current faculty members will be offered the opportunity of relocation to Carleton University's School of Journalism in Ottawa to strengthen programs which are a central priority and acknowledged area of quality at Carleton. If they elect to remain at The University of Western Ontario, they will be offered academic appointments in their particular fields of study. All administrative staff will be provided with alternative positions within the university. There will be no job losses associated with this transition.

This action is a concerted attempt on the part of both universities to ensure the future of outstanding journalism education in the Province of Ontario.

Western's Graduate School is the senior academic journalism program in the province, and has since 1946 provided the highest level of scholarly and professional training to generations of journalists. This contribution to both education and the wider public life of the province and the nation will continue — through the reinvigoration provided by a new location and expanded resources.

The University of Western Ontario has, over the past several years, been engaged in an ongoing process of establishing and reaffirming institutional priorities. In the full context of university activities, particularly in light of severe budgetary pressures, Western has not been able to invest sufficient resources in journalism to guarantee the future viability of the school. At this time, the Graduate School is at a critical point in faculty complement, equipment and facilities. Journalism at Western cannot be maintained at the appropriate level of excellence in an environment of declining resources.

The transfer of Western's present faculty complement to Carleton will create a focus of genuine excellence in journalism education, with Carleton's strong commitment and institutional priorities strengthened by the faculty from UWO. Enhanced prestige will also come to the combined program through transfer of the Chair in Mass Media Studies, awarded to Western in 1985, which will provide additional support for the development of a PhD program in journalism at Carleton.

The Western-Carleton amalgamation in journalism education represents a substantial restructuring of university programs in the Province of Ontario — and does so in a way which genuinely strengthens the academic quality and resources of those programs. This restructuring and program rationalization responds directly to the policies and incentives articulated by the Government of Ontario and has the full support of both the Government of Canada, through the Office of the Secretary of State, and the Ontario Ministry of Education and Training.

'Chilly Climate' controversy sparks review at UVic

Alan Andrews

The University of Victoria has appointed Dr. Beth Bilson, chair of the Saskatchewan Labour Relations Board, and Thomas Berger, a former justice of the Supreme Court of British Columbia, to review the learning environment in UVic's political science department.

A controversy arose this spring following a preliminary report by a committee set up by the department to explore ways in which it could be more supportive of women. The committee, which has come to be known as the "Chilly Climate Committee," comprised Dr. Somer Brodribb and five women students.

The presentation of the preliminary report had been intended to obtain feedback for the committee. Instead, it polarized the department. Eight tenured male faculty reacted by producing a formal response, which was widely distributed after media reports

in the British Columbia press and in the *Globe & Mail*.

Vice president (Academic) Dr. Sam Scully made an attempt to resolve the dispute, and asked Professor Brodribb and the authors of the letter both to withdraw their documents. Professor Brodribb pointed out that the

draft report was not hers to withdraw.

The tenured faculty agreed to withdraw their letter, although this information does not appear to have been communicated to most of those who had been asked to publicize the letter.

Meanwhile, messages of sup-

port were forthcoming for the women in the political science department from groups and individuals. The matter was raised in the B.C. legislature by Judy Tyabji.

Expressions of concern were addressed to CAUT by several learned societies including the

Canadian Sociology and Anthropology Association, the Women and Education Committee of the Canadian Society for the Study of Education and the Society for Socialist Studies.

The terms of reference of the committee established by the UVic administration are general and require it to "inquire into ... the current learning and working environment" in the department, with a view to recommending "formal and informal measures and practices that will ensure fairness and improve the environment for all faculty, staff and students."

The committee is precluded from an investigation of curriculum, nor is it to investigate "individual instances or incidents."

While the review is in progress, a departmental facilitator will assist the department to resolve issues that may arise. The facilitator will be Dr. Norma Mickelson, who was the first recipient of the CAUT Sarah Shorten Award.

Responding to the announcement of the Bilson/Berger inquiry, Professor William Wadge, president of the UVic Faculty Association said faculty members are very concerned, but opinion is divided and many of his colleagues feel strongly that the association should not be seen to take sides.

"However," Professor Wadge continued, "I am very concerned about the difficult situation of the three women faculty in the political science department — two of whom are not even members of the 'Climate' Committee. And I fear the University may use the situation to introduce new regulations which will make it more difficult for women, and men, fighting harassment and discrimination."

Bilson and Berger are expected to report in the late fall.



Thomas Berger



Beth Bilson



Norma Mickelson

Climat hostile à l'University of Victoria: une étude est commandée

Alan Andrews

L'University of Victoria a nommé Mme Beth Bilson, présidente de la Commission des relations de travail de la Saskatchewan, et Thomas Berger, ancien juge de la cour suprême de Colombie-Britannique, à un comité dont le mandat est d'examiner l'environnement pédagogique au département des sciences politiques.

La publication du rapport préliminaire d'un comité du département, mis sur pied dans le but d'étudier les moyens de soutenir davantage les femmes, a suscité une controverse le printemps dernier. Le comité, mieux connu sous le nom de «Chilly Climate Committee» (comité d'étude de l'environnement hostile), se compose de la professeure Somer Brodribb et de cinq étudiantes.

En rendant public son rapport, le comité voulait obtenir des commentaires. Il a plutôt eu l'effet de polariser le département. En effet, huit professeurs permanents ont vivement réagi en y répondant formellement. Leur lettre a été diffusée à grande échelle après avoir fait l'objet d'articles dans la presse écrite de Colombie-Britannique et dans le *Globe and Mail*.

M. Sam Scully, vice-recteur aux affaires universitaires, a tenté de résoudre le différend et a demandé à Mme Brodribb ainsi qu'aux auteurs de la lettre de retirer leurs documents. Mme Brodribb a souligné qu'il ne lui revenait pas de retirer le projet de rapport.

Les professeurs permanents ont accepté de retirer leur lettre bien qu'il semble que la plupart des personnes à qui on avait demandé de publier la lettre n'en ont pas été informées.

Dans l'interval, des groupes et des particuliers ont fait parvenir des messages d'appui aux femmes du département des sciences politiques. Judy Tyabji a même soulevé la question à l'assemblée législative de Colombie-Britannique.

Plusieurs sociétés savantes dont l'Association canadienne de sociologie et d'anthropologie, le Comité

d'étude sur les femmes et l'éducation de la Société canadienne pour l'étude de l'éducation et la Society for Socialist Studies ont fait part à l'ACPPU de leur inquiétude.

D'après son mandat, qui est général, le comité mis sur pied par l'administration de l'université doit enquêter sur l'environnement pédagogique et de travail actuel du département. Il devra recommander des mesures et des pratiques officielles et officielles qui permettront d'assurer l'équité et d'améliorer l'atmosphère pour l'ensemble du corps professoral, du personnel et de la population étudiante.

Le comité n'a pas le mandat

d'enquêter sur le programme d'études ni sur des cas ou des incidents individuels.

Une personne du département agira à titre d'intermédiaire pour aider ce dernier à résoudre les litiges qui surviendront pendant la durée de l'enquête. Ce rôle sera joué par Mme Norma Mickelson, première lauréate du prix Sarah-Shorten décerné par l'ACPPU.

En réponse à l'annonce de l'enquête Bilson-Berger, le professeur William Wadge, président de l'association des professeurs de l'University of Victoria, a déclaré que les professeurs étaient très inquiets mais que les opinions étaient partagées. Il a ajouté que

nombre de ses collègues croyaient fermement que l'association devrait rester neutre.

Il a toutefois poursuivi en disant que la situation difficile des trois professeurs du département le préoccupait beaucoup. Deux de ces professeurs ne sont même pas membres du comité sur le «climat». Il a dit craindre que l'université profite de la situation pour présenter de nouveaux règlements qui rendront plus difficile aux femmes et aux hommes la tâche de lutter contre le harcèlement et la discrimination.

La publication du rapport Bilson-Berger est prévue pour la fin de l'automne.

LIBERTÉ UNIVERSITAIRE

Université Memorial:

Un arbitre rend une décision en faveur de la transparence

Lorsque des professeurs soulevaient un grief en application de la convention collective parce qu'on leur a refusé la permanence ou un rang universitaire, l'arbitre devrait-il permettre que leur dossier soit comparé à celui d'autres membres de la faculté?

L'arbitre Dan Soberman a répondu par l'affirmative dans une décision rendue récemment à propos d'un affaire de permanence à la Memorial University de Terre-Neuve. L'administration de l'université avait pourtant opposé l'argument selon lequel ces dossiers étaient personnels et que seule l'administration y avait accès.

[traduction] «Si nous avions accepté cet argument (de l'administration), ont déclaré les membres du conseil d'arbitrage constituant la majorité, nous aurions été contraints de rendre une décision sans aucune information sur les critères appliqués par l'université en pareil cas.»

Dans les motifs majoritaires,

diverses décisions d'arbitrage semblables ont été citées dont deux causes à l'University of New Brunswick en 1983 et 1985, une à l'IEPO en 1984 et l'autre à la Memorial University en 1990.

Dans l'affaire de l'UNB en 1983, l'arbitre Kruger a statué: [traduction] «Nous estimons que nous ne pouvons vérifier la norme servant à évaluer les distinctions si nous n'avons pas de preuve venant de dossier d'autres personnes promues à l'université.» Dans une décision rendue en 1985, l'arbitre Soberman a établi: [traduction] «(...) les comités d'évaluation ne peuvent éviter la question de la comparabilité des dossiers: elle est essentielle aux conditions de justice et d'uniformité.» En 1990, pour l'affaire de l'université Memorial, l'arbitre Outhouse a fait remarquer que ces documents étaient clairement contraignables en droit. Il a déclaré qu'ils étaient manifestement pertinents à la question de la pratique de la comparabilité.

Howard Snow, avocat et

membre du personnel de l'ACPPU, a fait valoir avec succès cet argument devant le conseil d'arbitrage à l'université Memorial. L'assesseur patronal, malgré sa dissidence, n'a pas contesté cette question dans ses motifs.

L'ACPPU soutient depuis longtemps que l'on devrait avoir accès aux dossiers comparables pour les audiences concernant le mérite universitaire. La Coopérative de négociation collective de l'ACPPU a publié un document corrigé par Jeff Sack, c.r. et Donald Savage, directeur général de l'ACPPU, sur la confidentialité et la transparence dans les audiences relatives à la permanence et aux promotions. Ce document prône une plus grande transparence.

Toutefois, l'arbitre Soberman a également statué que le syndicat ne pouvait consulter tous les dossiers comparables de l'université puisqu'il y en avait un nombre suffisant à la faculté en question pour effectuer une comparaison raisonnable et que les attentes face aux candidats à

l'essai différaient considérablement entre les disciplines et les professions.

En l'espèce, l'arbitre a exigé du syndicat et de l'administration de trier les dossiers en question et de dresser une liste des dossiers comparables pertinents. Il a ensuite entendu la preuve à huis clos. Dans ses motifs, rendus publics, l'arbitre a renvoyé aux dossiers comparables en nommant simplement les professeurs x, y et z.

On comprend difficilement pourquoi l'administration de l'University of Memorial a choisi de contester la décision une seconde fois. Cela a toutefois eu comme conséquence de nous donner une autre décision arbitrale claire en faveur de la transparence et de la comparabilité, deux conditions que souhaitait l'ACPPU.

(Memorial University of Newfoundland Faculty Association (grief Cooze) c. Memorial University of Newfoundland (Soberman), les 24 mars et 5 juillet 1993)



J. Mark Langdon

PROVINCIAL ROUNDUP

Nova Scotia study:

Process overshadows recommendations in Winegard's report

The process by which a report on the future of three of Nova Scotia's post-secondary institutions was completed has overshadowed its recommendations, according to the Nova Scotia Confederation of University Faculty Associations (NSCUFA).

The report, *Opportunities*, was prepared by former cabinet minister William Winegard at the behest of the presidents of Dalhousie, the Technical University of Nova Scotia (TUNS) and the Nova Scotia Agricultural College (NSAC). Winegard's mandate was to recommend ways that they could cooperate more effectively in the face of new challenges, particularly reduced funding.

Winegard provided four options: the status quo, a consortium, a federated system and amalgamation. The status quo, is not tenable because it will contribute to "a loss of good faculty, difficulties in recruiting new faculty of the desired calibre, a decrease in library holdings in each institution, and a loss of programs."

A consortium would establish two main groups, one devoted to research and international development and the other to graduate studies. All research proposals, monitoring and contracting and administration would be filtered through the research consortium. The graduate studies consortium would be led by a Tri-University Graduate Council which would be separate from the existing institutions and responsible for graduate teaching and admissions. One calendar and one dean would serve the three institutions.

The third option, a federated system, would create a single university, which Winegard would call Joseph Howe University.

Academic staffs would be separate but greater centralization would be affected in non-academic areas and in academic responsibilities for graduate studies and research. There would be a single board of governors and the new university would have a president and a vice president of administration while the three federated universities' presidents would deal with academic responsibilities.

The fourth option, amalgamation, would see the three institutions integrated. TUNS and NSAC have expressed concern about such a model because they will lose their distinctiveness.

Winegard describes models two and three as offering the best hope for success, while one and four are seen as inadvisable and impractical, respectively.

John D'Orsay, executive director of NSCUFA, said there is little new in Winegard's report. In 1983 NSCUFA recommended a consortium while in 1986 the association indicated a willingness to accept amalgamation, citing several advantages.

D'Orsay was more concerned with the process by which the report was initiated and prepared. Dalhousie President Howard Clark was formerly vice president of administration at Guelph University when Winegard was president. D'Orsay said:

"There is no indication that there was a competition to prepare this report. Clark put it (the appointment) in a written report to senate but didn't speak to it in his remarks to senate. There was no advertising that he (Winegard) was at work and the faculty associations were not invited to submit briefs."

After reviewing the 74-page report, Clark stated that "it con-

tains much to think about ... (as) we enter a critical period in the restructuring process of the Nova Scotia university system."

The report was paid for by the Nova Scotia government through the Council on Higher Education.

Ontario foreshadows large tuition increases

Ontario Education Minister Dave Cooke has announced that university students can expect "substantial" tuition increases next year. The minister's comments came a few days after a report, prepared by the Council of Ontario Universities (COU), which suggests the government hike tuition by up to 50 per cent, or \$1,000, by 1995.

While not endorsing the report, Cooke told reporters he does not consider this year's seven per cent increase to be "substantial."

Glen Brown of the Ontario Confederation of University Faculty Associations (OCUFA) stated that "the minister has been making noises about tuition hikes for quite a while. Our position continues to be that tuition increases are the wrong way to go. They foster little accountability, reduce accessibility and don't provide the stability for institutions that government revenues do."

With respect to COU's document, Brown noted the council is updating an old argument that user fees should represent about 25 per cent of costs: "Now that fees are creeping closer to the 25 per cent mark, now they are saying 30 per cent."

He added that OCUFA is concerned that "for the first time many university administrators are abandoning demands for increases in base funding. They're more willing to accept increases in

student loans."

The Ontario Federation of Students argued the government is out of touch with the problems faced by students in a tight job market.

On another front, the Ontario Undergraduate Student Alliance and the Ontario Community College Student Parliamentary Association (OCCSPA) submitted a brief to the Ministry of Education asking the ministry "to clamp down on discriminate and irrational incidental fee increases."

"While government policy suggests that extra fees can be charged for services such as parking, and residence, post-secondary institutions are charging for anything they can get away with," said OCCSPA President Wayne Phillips.

The paper suggests that ancillary fees be phased out and a standard tuition fee introduced.

In addition to fee increases, Ontario students are finding it increasingly difficult to get into university. Available spaces are down three per cent from last year while applications are up two per cent. Some students with as high as 81 per cent high school averages were not accepted into any of the three universities to which they applied. At the time of writing, only Lakehead, Laurentian and Carleton still had space for new students.

Patricia Adams, of the Council of Ontario Universities, said: "There are going to be a lot who are not going to university and a lot of others who are not going to get their first choice."

Brown noted that in some previous years "universities have tried to squeeze in a few more people with less dollars. Part of the



William Winegard

Social Contract is downsizing. The province is now providing less education for fewer people ... at a time that a university education is more and more important."

The situation is worse in the college system where 130,000 students have applied for 75,000 places in Ontario's 23 colleges.

Alberta begins consultation process on PSE

On Sept. 3 in the Alberta legislature, Advanced Education and Career Development Minister Jack Ady announced the creation of a public consultation process on the future of PSE. There are expected to be two rounds of consultation, the first in September and October and the second closer to the end of the year.

The consultation follows a "fiscal planning workshop" which took place on July 22 and 23 and included two representatives (one from the board of governors and one from the administration) of each of Alberta's four universities, 11 colleges and two technical institutes. Prior to this, some

continued on page 11

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Focus on Faculty / Pleins feux sur les professeurs

Academics are often honoured for their achievements and contributions in teaching and research. As a bi-monthly feature of the Bulletin, *Focus on Faculty* reports on awards, honours, fellowships and prizes awarded to Canadian university academic staff. Particular focus is on provincial, national and international awards of merit. The Bulletin welcomes receiving notice of awards or honours for academic staff for inclusion in this column, space permitting.

Les universitaires sont souvent honorés pour leurs réalisations et leurs contributions en recherche et en enseignement. La chronique du Bulletin, *Focus on Faculty* (Pleins feux sur les professeurs), qui paraît tous les deux mois, présentera les prix, honneurs, bourses et récompenses décernés à des universitaires canadiens. On signalera surtout les prix provinciaux, nationaux et internationaux. La rédaction du Bulletin acceptera tout avis de prix ou d'honneurs pour cette chronique s'il y a de l'espace.

Royal Society of Canada 1993 Awards



Pauline M.H. Mazumdar



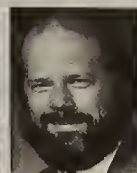
Angus McLaren



Albert E. Litherland



Garry L. Rempel



John Hepburn



Stephen G. Withers



Frank C. Hawthorne

Thomas W. Eadie Medal in recognition of major contributions to any field of Engineering or Applied Sciences: **Garry L. Rempel** (Waterloo)
 Jason A. Hannah Medal for a major Canadian publication in the history of medicine: **Pauline M.H. Mazumdar** (Toronto) for her work "Eugenics, Human Genetics and Human Failings: the Eugenics Society, its Sources and Critics" and **Angus McLaren** (Victoria) for his work "Our Own Master Race: Eugenics in Canada, 1885-1945"
 The Willet G. Miller Medal for outstanding research in any branch of the earth sciences: **Frank C. Hawthorne** (Manitoba)
 Rutherford Memorial Medal in Physics: **John Hepburn** (Waterloo)
 Rutherford Memorial Medal in Chemistry: **Stephen G. Withers** (British Columbia) - medals awarded for outstanding research in any branch of physics and chemistry
 The Henry Marshall Tory Medal in recognition of outstanding research in a branch of astronomy, chemistry, mathematics, physics or an allied science: **Albert E. Litherland** (Toronto).



standing (l to r): Elizabeth Russell, Derek Allen, Frances Sharom, Joseph Mokanski, John Wadland, Françoise Boudreau, Nils Petersen, Diana Mady Kelly; sitting: Murat Saatcioglu and Gordon Darroch. Missing is Teaching Award winner Patricia Cranton.

OCUFA Teaching Awards

Derek Allen (Philosophy, Toronto); **Frances Sharom** (Chemistry/Biochemistry, Guelph); **Joseph Mokanski** (Mathematics/Statistics, Guelph); **John Wadland** (Canadian Studies, Trent); **Françoise Boudreau** (Sociology, York); **Nils Petersen** (Chemistry, Western Ontario); **Diana Mady Kelly** (Dramatic Art, Windsor); **Murat Saatcioglu** (Civil Engineering, Ottawa); **Gordon Darroch** (Sociology, York) and **Patricia Cranton** (Education, Brock) are the recipients of the Ontario Confederation of University Faculty Associations 1992 Teaching Awards.

OCUFA Academic Librarianship Award

The third annual OCUFA Academic Librarianship Award, honouring a librarian who has made a significant contribution to scholarly achievement in the university community, has been awarded to **Elizabeth Russell** (Library, King's College).

CAA Literary Awards

Winners of the 1993 Canadian Authors Association Literary Awards (\$5,000) are **Lorna Crozier** (Creative Writing, Victoria), Poetry Award for her book of poetry "Inventing the Hawk" and **Stuart McLean** (Broadcast Journalism, Ryerson), Non-Fiction Award for his book "Welcome Home: Travels in Smalltown Canada."

(History, Carleton); **Carole H. Carpenter** (Humanities, York); **Laura Groening** (English, Concordia); **Thérèse Hamel** (administration et politiques scolaires, Laval); **Shelley Hornstein** (Fine Arts, York); **Rowland Lorimer** (Communications, Simon Fraser).

John C. Polanyi Lecture Award

Chris Brion (Chemistry, British Columbia) has won the 1993 John C. Polanyi Lecture Award from the Chemical Institute of Canada for excellence in research in physical and theoretical chemistry/chemical physics.

Gordin Kaplan Award

Bessie Borwein (Professor Emerita of Anatomy, Western Ontario) has been awarded the Canadian Federation of Biological Societies' 1992 Gordin Kaplan Award for exceptional contributions to raising the public awareness of science.

ITAC/NSERC Awards

Adel Sedra (Electrical/Computer Engineering, Toronto) and **Savvas G. Chamberlain** (Electrical/Computer Engineering, Waterloo) have each won the 1993 Information Technology Association of Canada/NSERC awards for excellence. The \$50,000 prizes recognize outstanding contributions made by Canadian academics working in the field of information technology.

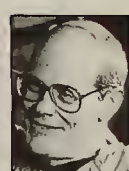
PMAC-HRC/MRC Award

Sander vanZanten (Medicine, Dalhousie); **Craig Lee** (Medicine, Calgary); **T. Zacherewski** (Medicine, Western Ontario) are the three recipients of this year's Pharmaceutical Manufacturers' Association of Canada-Health Research Foundation/Medical Research Council Career Awards in Medicine (\$63,000+ a year for the next five years).

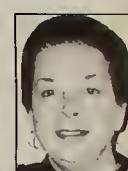
William James Fellow Award

Fergus Craik (Psychology, Toronto) has won the American Psychological Society's 1993 William James Fellow Award. The award, among the highest honours given by the society, is given to distinguished researchers who have made significant contributions to the science of psychology.

3M Teaching Fellows



Ralph H. Johnson



Judith Poë



Philip Wood



Michael Moore



Marilyn Robinson



Olive Yonge



Brock Fenton



Alan Slavin



Geraldine Thomas



Frank Aherne

Frank Aherne (Animal Science, Alberta); **Brock Fenton** (Biology, York); **Ralph H. Johnson** (Philosophy, Windsor); **Michael Moore** (English, Wilfrid Laurier); **Judith Poë** (Chemistry, Toronto); **Marilyn Robinson** (Physiology, Western Ontario); **Alan Slavin** (Physics, Trent); **Geraldine Thomas** (Modern Languages/Classics, Saint Mary's); **Philip Wood** (Chemical Engineering, McMaster); **Olive Yonge** (Nursing, Alberta) are the 1993 3M Teaching Fellows. The Fellowships, the only national teaching award open to all Canadian university teachers regardless of discipline, recognize Canada's premier educators.

Medical Geography Award

The Association of American Geographers has awarded the 1993 Jacques May Thesis Prize for Medical Geography to **Susan Elliott** (Geography, Victoria). Eight theses from across North America were nominated for the prize.

Jean A. Chalmers Award

Jeff Wall (Fine Arts, British Columbia) has won the Ontario Arts Council's \$20,000 Jean A. Chalmers Award for Visual Arts. The newly created award honours artists working anywhere in Canada who have created a substantial body of work.

Patterson Medal

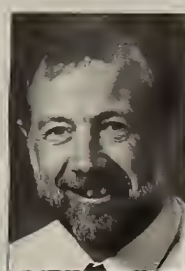
George Thurlert (Land Resource Science, Guelph) was awarded Environment Canada's 1992 Patterson Medal in recognition of his distinguished service to meteorology.

Fred Springer Award

Donald Calne (Medicine, British Columbia) is this year's recipient of the Fred Springer Award, presented by the American Academy of Neurology, in recognition of outstanding research contributions to the understanding and treatment of Parkinson's disease.

AAU Distinguished Teacher Award

Maurice S. Tugwell (Economics, Acadia) has been presented with the Association of Atlantic Universities Distinguished Teacher Award which recognizes outstanding teaching over a number of years.



Ian J.H. Duncan



Martin Breittman

Animal Welfare Award

Ian J.H. Duncan (Animal & Poultry Science, Guelph) has received the 1993 Award for Innovative Developments in Animal Welfare awarded jointly by the British Society of Animal Production and the Royal Society for the Protection of Animals. This is the first time this award has been given outside the U.K.

F.E.L. Priestly Prize

Sherrill Grace (English, British Columbia) for her essay entitled "Respecting Plagiarism: Tradition, Gull, and Malcolm Lowry's 'Pelagiarist Pen'" and **David Lorne MacDonald** (English, Calgary) for his essay "The Erotic Sublime: The Marvellous in *The Monk*" are co-winners of the Association of Canadian College and University Teachers of English annual F.E.L. Priestly Prize for the best essay published in *English Studies in Canada*.

Fisher Scientific Award

Mario Jacques (médecine vétérinaire, Montréal) a reçu le Fisher Scientific Award lors du dernier congrès de la Société Canadienne des Microbiologistes.

Royal Society of London Fellow

Christopher Garrett (Landscape Professor of Ocean Physics, Victoria) has been appointed a Fellow of the Royal Society of London, one of the oldest and most prestigious scientific societies in the world.

Canadian Studies Writing Awards

Recipients of the Association for Canadian Studies 1992 Canadian Studies Writing Awards are: **J.L. Black**



Tim Stutt

FROM THE HILL / DE LA COLLINE PARLEMENTAIRE

Four political parties respond to consortium's questionnaire

The National Consortium of Scientific and Educational Societies kicked off its 1993 federal election lobby campaign by releasing the results of a nine-part questionnaire sent last June to all political parties represented in the House of Commons. The questionnaire asks about financial support and policy making for basic research and post-secondary education.

"We are pleased that the Progressive Conservative, Liberal, New Democratic and Reform parties chose to answer our questionnaire just before the election was called," said Consortium Chairperson Bernard Philogène. "I hope that this is an indication of how important research and post-secondary education issues are for the political parties in terms of their overall policy priorities."

"Where the politicians have promised in the questionnaire to support research and education, the consortium will hold them to their promises. Where the politicians have been vague in the questionnaire, the consortium will push them to be more precise. And when the politicians have said that they require more information and consultation to make an informed decision, we will help them with that too," continued Professor Philogène.

When asked what percentage of federal spending should go to research, the Conservatives stated federal investment in science and

technology rose from 9.1 per cent of discretionary spending in 1984-85 to 12.1 per cent in 1992-93. They also said that in its June 1993 report the National Advisory Board on Science and Technology recognizes their efforts: "Judging by the allocation of financial resources, S&T is clearly a priority for the federal government."

In its response to the questionnaire, the Liberals said the level of federal funding for research should "reflect the funding capacities of the federal government." This level would be set in cooperation with Canada's research and education communities, other governments, and the private sector.

As for the New Democratic and Reform parties, they are at opposite ends of the spectrum on this question. The NDP promised to double federal investment in its research granting councils over five years. They also promised to increase investment in research to two per cent of Canada's Gross Domestic Product.

The Reform Party responded that it wants the federal government to become "more focused on basic research, leaving private industry to focus on development of specific applications. Our Zero in Three plan (to eliminate the federal government's budgetary deficit in three years) does not include reductions to direct government expenditures in basic research, although the Reform Party would assess current expendi-

ditures on R&D to ensure that they are consistent with this role."

The National Consortium of Scientific and Educational Societies is an informal coalition of 25 member and observer organizations representing 55,000 researchers and educators in various disciplines across Canada.

Restructuring creates new government departments

After being sworn in as Canada's 19th prime minister on June 25, Kim Campbell unveiled an extensive restructuring of the federal government. She introduced a pared-down cabinet, and announced a restructuring of government departments intended to be, in her words, "more responsive to the real needs of Canadians."

Key changes announced by the Prime Minister included a reduction in the number of cabinet posts from 35 to 25. The number of departments was also reduced from 32 to 23 by grouping several according to shared issues or policies into restructured ministries. Among those issue areas affected are two of great interest to the academic community — education support and science.

Education support

The federal government's education support activities include post-secondary education payments to provinces and territories, the Canada Student Loans Program, the Status of Disabled

Persons Secretariat and Program and the Women's Program. All of these activities used to be the responsibility of the Department of the Secretary of State. Education support is now to be conducted by the new Department of Human Resources and Labour.

The new Human Resources and Labour portfolio brings together under one minister programs that support the income of Canadians, and employment and human resources programs that address the requirements of the national economy and the labour market. The new department will have a budget of about \$69 million, with 27,000 employees.

Bernard Valcourt, MP for the New Brunswick riding of Madawaska-Victoria, is the new department's minister. Former Health and Welfare Deputy Minister Jean-Jacques Noreau is the new deputy minister.

Industry & science

The Prime Minister's June 25 government reorganization announcement also called for the promotion of university and applied research to become the responsibility of the new Department of Industry and Science.

This new department includes all of the responsibilities previously held by the Department of Industry, Science and Technology. It is also responsible for the telecommunications policy and programs of the former

Department of Communications, the market and business framework responsibilities of Consumer and Corporate Affairs Canada, and investment research, policy and review functions from Investment Canada.

The deputy prime minister and MP for Sherbrooke, Jean Charest, will serve as the new Minister for Industry and Science. Among other government agencies Charest is responsible for Statistics Canada and the Copyright Board. He is joined at the new department by Robert Nicholson, MP for Niagara Falls, who serves as the Minister for Science and Small Business.

In this portfolio Nicholson is responsible for the Natural Sciences and Engineering Research Council, the National Research Council, the Canadian Space Agency and the Federal Business and Development Bank. He is also responsible for the Social Sciences and Humanities Research Council, which previously reported to the Communications Minister and before that to the Secretary of State.

The Department of Industry and Science will have a budget of \$1.1 billion and 6,324 employees. Former Industry, Science and Technology Deputy Minister Harry Swain will continue as deputy minister for the new department.

(Tim Stutt is a Government Relations Officer at CAUT.)

Questionnaire du Consortium: quatre partis fédéraux y répondent

Tim Stutt

Le Consortium national des sociétés scientifiques et pédagogiques a donné le coup d'envoi de sa campagne de lobbying pendant les élections fédérales 1993 en rendant publiques les réponses d'un questionnaire à neuf volets envoyé en juin dernier à tous les partis représentés à la Chambre des communes. Le questionnaire portait sur l'aide financière pour la recherche fondamentale et l'élaboration des décisions dans ces secteurs.

«Nous sommes heureux que le Parti conservateur, le Parti libéral, le Nouveau parti démocrate et le Reform Party aient choisi de répondre à notre questionnaire juste avant le déclenchement des élections», a déclaré le président du Consortium, M. Bernard Philogène. «D'espérer que cela est un signe de l'importance que les partis politiques accordent à la recherche et à l'enseignement postsecondaire dans l'ensemble de leurs grandes priorités», a-t-il ajouté.

«Là où les politiciens ont promis d'appuyer la recherche et l'éducation, le Consortium va les contraindre à tenir leurs promesses. Là où les politiciens ont répondu évasivement, le Consortium les obligera à être plus précis. Là où les politiciens ont déclaré qu'ils avaient besoin de plus de renseignements et de consulter davantage pour prendre une décision éclairée, nous les aiderons également», a poursuivi le professeur Philogène.

A la question demandant quel

pourcentage le gouvernement devrait consacrer à la recherche, les Conservateurs ont répondu que le gouvernement fédéral avait consacré, en 1991-1992, 12,1 p. 100 de ses dépenses facultatives à la science et à la technologie, par rapport à 9,1 p. 100 en 1984-1985. Ils ont ajouté que le Conseil consultatif national des sciences et de la technologie, dans un rapport rendu public en juin 1993, reconnaissait ses efforts: «À en juger par l'allocation des ressources financières, les S-T constituent de toute évidence une priorité aux yeux du gouvernement fédéral».

Les Libéraux, quant à eux, ont répondu que le niveau de soutien du fédéral à la recherche devrait refléter sa capacité à la subventionner. Ce niveau serait fixé de concert avec le milieu de la recherche et de l'éducation, d'autres piliers de gouvernement et le secteur privé.

Les Néo-démocrates et le Reform Party ont des opinions tout à fait opposées sur cette question. Les premiers ont promis de doubler les investissements du gouvernement fédéral dans les conseils subventionnaires sur une période de cinq ans et de hausser les crédits à la recherche à deux pour cent du Produit intérieur brut du Canada.

Le second a répondu qu'il voulait que le gouvernement fédéral se concentre davantage sur la recherche fondamentale et laisse à l'industrie privée le soin de mettre au point des applications précises. Son projet d'éliminer le déficit fédéral en trois ans ne comprend pas de

réductions des dépenses gouvernementales directes dans la recherche fondamentale. Le Reform Party évaluerait cependant les dépenses actuelles en R et D pour s'assurer qu'elles sont conformes à ce rôle.

Le Consortium national des sociétés pédagogiques et scientifiques est une coalition officielle de 25 organismes membres et observateurs représentant 55 000 chercheurs et éducateurs de diverses disciplines répartis à la grandeur du pays.

Un remaniement qui crée de nouveaux ministères

Après son assermentation le 25 juin dernier, Kim Campbell est devenue le 19e premier ministre du Canada. À cette occasion, elle a dévoilé un remaniement ministériel considérable. Elle a présenté un cabinet réduit et annoncé que le remaniement visait à répondre davantage aux vrais besoins des Canadiennes et des Canadiens.

Au nombre des modifications importantes annoncées par la première ministre, soulignons la réduction du cabinet qui est passé de 35 à 25 ministres. Le remaniement a fait passer le nombre des ministères de 32 à 23, dont plusieurs ont été groupés par affinité en matière de politiques ou de dossiers. Deux secteurs qui intéressent grandement la collectivité, en l'occurrence le soutien de l'éducation et les sciences, ont été touchés par le remaniement.

Le soutien de l'éducation

L'aide financière du gouvernement fédéral à l'éducation com-

prend les paiements de transfert aux provinces et aux territoires au titre de l'enseignement postsecondaire, le Programme canadien de prêts aux étudiants, le Secrétariat de la Condition des personnes handicapées et le Programme de promotion de la femme. Tous ces programmes relevaient auparavant du secrétariat d'État. Le soutien de l'éducation relèvera désormais du nouveau ministère des Ressources humaines et du Travail.

Ce nouveau portefeuille réunit sous la responsabilité d'un seul ministre les programmes de soutien des revenus individuels et ceux touchant l'emploi et les ressources humaines, qui sont liés aux exigences de l'économie nationale et du marché du travail. Le nouveau ministère disposera de ressources se chiffrant à environ 69 milliards de dollars et comptera 27 000 employés.

Bernard Valcourt, député de la circonscription Madawaska-Victoria au Nouveau-Brunswick, est aux commandes du ministère. L'ancien sous-ministre de la Santé et du Bien-être social, Jean-Jacques Noreau, assume les fonctions de sous-ministre.

L'industrie et les sciences

Le remaniement du 25 juin annoncé par la première ministre prévoyait aussi la promotion des universités et de la recherche appliquée sous l'égide du nouveau ministère de l'Industrie et des Sciences.

Le nouveau ministère englobe toutes les responsabilités de l'ancien ministère de l'Industrie, des sciences et de la technologie. Son mandat regroupe aussi les



Bernard Philogène

programmes et la politique de télécommunications de l'ancien ministère des Communications, la protection des consommateurs et les affaires commerciales du ministère de la Consommation et des Affaires commerciales ainsi que la recherche, la politique et l'examen des investissements d'Investissement Canada.

Jean Charest, vice-premier ministre et député de Sherbrooke, assume le poste de ministre de l'Industrie et des Sciences. Il a la responsabilité, entre autres, de Statistique Canada et de la Commission du droit d'auteur. Robert Nicholson, député de Niagara Falls, le seconde à titre de ministre des Sciences chargé de la Petite entreprise.

M. Nicholson a la responsabilité du Conseil de recherches en sciences naturelles et en génie, du Conseil national de recherches, de l'Agence spatiale canadienne et de la Banque fédérale de



Rosalind Riseborough

STATUS OF WOMEN

Learneds session examines academic freedom and the inclusive university

CAUT and the Canadian Sociologists and Anthropologists Association recently sponsored a well-attended joint session on Academic Freedom and the Inclusive University at the Learned Societies Conference. The June 5 session included papers presented by three representatives of CAUT: Margot Schenk (member, Librarians Committee), Bernice Schrank (chair, Academic Freedom and Tenure Committee; paper read by Alan Andrews, CAUT President), and Marilyn Taylor (former chair, Status of Women Committee).

Some of the views expressed in these papers are summarized below. Space does not permit a full development and explanation of the ideas put forward during the panel session.

In her presentation, Margot Schenk (Saint Mary's) noted that the academic library is rarely, if ever, mentioned in discussions of academic freedom and the inclusive university. She highlighted the vital role the library must play in the creation of an inclusive university. She described the three major systemic barriers in academic librarianship as:

- selection of materials: how to achieve the goals of academic freedom and the inclusive academic library with the current funding crisis that exists in many institutions;

- access to the collection: intellectual and physical access to the library and the physical design of the library are critical;

- governance: input from a wide range of librarians is often missing in academic policy issues, and administrative decisions may be made solely on the basis of financial consideration and efficiency.

Bernice Schrank (Memorial) began her paper with the thought that "academic freedom and the inclusive university exist in a relationship of reciprocity, interconnected and interdependent."

Academic freedom, in her view, involves the right to teach and to do research, to disseminate the fruits of that teaching and research, all without regard to any prescribed doctrine. It involves the right to freely criticize others; and it involves the security of employment that enables these rights to be enjoyed.

She examined the history of academic freedom in Canada, and commented on matters of curriculum revision and speech codes in the light of inclusivity and academic freedom.

She concluded that the advocacy of academic freedom is not meant to legitimate sexism and racism in the classroom, and that the commitment to the inclusive university should not justify restricting most speech. Rather than speech prohibitions, debate and discussion should be encouraged within the academy.

The third paper was written by Marilyn Taylor (Concordia), Janice Drakich (Windor) and Jennifer Bankier (Dalhousie). The authors expressed the view that the practice of academic freedom is the inclusive university.

They discussed limitations on the current interpretation of academic freedom. They argued that in acknowledging the power relationships that exist, the professor must communicate respect, sensitivity, understanding and tolerance towards students along with intellectual content.

They noted that, in practice, statements about professional responsibilities have been dissociated from statements of the rights of faculty. They proposed that academic freedom be an interactive right for all, including faculty, students and staff, and based on reciprocity, so that one person's rights not infringe upon the rights of another.

They highlighted the need to restructure the faculty association role in supporting all members including both sides in member/member disputes. The authors encouraged the pursuit of full academic freedom in a more inclusive university where differences in views and values are respected and protected.

(Rosalind Riseborough is secretary of the CAUT Status of Women Committee.)

STATUT DE LA FEMME

Congrès des Sociétés savantes: Coup d'oeil sur la liberté universitaire et l'université intégrée

Rosalind Riseborough

À l'occasion du congrès des Sociétés savantes, l'ACPPU et l'ACSA (Association canadienne de sociologie et d'anthropologie) ont organisé le 5 juin 1993 une séance mixte, qui a fait salle comble, sur le thème *La Liberté universitaire et l'université intégrée*. Trois représentantes de l'ACPPU y ont présenté des communications: Margot Schenk (membre du Comité des bibliothécaires de l'ACPPU), Bernice Schrank (présidente du Comité de la liberté universitaire et de la permanence de l'emploi; Alan Andrews, président de l'ACPPU, a lu sa communication) et Marilyn Taylor (ancienne présidente du Comité du statut de la femme).

Voici résumées ci-dessous les opinions exprimées dans ces communications. Le manque d'espace ne permet pas, cependant, d'exposer en détail les idées émises pendant la séance.

Margot Schenk (Saint Mary's) a signalé que les discussions sur la liberté universitaire et l'université intégrée font rarement, voire jamais, cas de la bibliothèque universitaire. Elle a mis en lumière le rôle fondamental que la bibliothèque doit jouer dans la création d'une université non exclusive. Elle a décrit les principaux obstacles systémiques de la profession de bibliothécaire universitaire:

- Le choix des ouvrages: comment réaliser les objectifs de la liberté universitaire et de la bibliothèque plus accueillante compte tenu de la crise financière actuelle à laquelle font face nombre d'universités;

- L'accès aux collections: l'accès à la bibliothèque tant du point de vue intellectuel que physique, et sa conception physique sont d'une importance capitale.

- La direction: les politiques universitaires ne tiennent pas compte de l'opinion d'un éventail de bibliothécaires et des décisions administratives peuvent être prises uniquement pour des raisons financières et d'efficacité.

Bernice Schrank (Memorial) a débuté sa communication par une réflexion sur le lien entre la liberté universitaire et l'université intégrée. Selon elle, les deux sont intimement unies par un lien de réciprocité interdépendant.

A son avis, la liberté universitaire comprend le droit d'enseigner et de faire de la recherche, de diffuser le fruit de cet enseignement et de cette recherche sans se soucier d'une quelconque doctrine prescrite. Elle comprend également le droit de critiquer librement les autres et la sécurité d'emploi qui permet la jouissance de ces droits.

Elle a fait l'historique de la liberté universitaire au Canada. Elle a en outre parlé des modifications apportées aux programmes d'études et des codes du langage à la lumière de la non-exclusivité et de la liberté universitaire.

Elle a terminé en soutenant que la défense de la liberté universitaire ne se veut pas un moyen de légitimer le sexisme et le racisme dans les salles de cours et que l'engagement à faire de l'université un endroit plus accueillant ne devrait pas justifier la limitation de la liberté de parole. Au lieu de bâillonner les gens, il faudrait encourager un débat de la question au sein du milieu universitaire.

La troisième communication est l'œuvre de Marilyn Taylor (Concordia), Janice Drakich (Windor) et Jennifer Bankier (Dalhousie). Les auteures sont d'avis que l'exercice de la liberté universitaire passe par une université non exclusive.

Elles ont discuté des limites qu'impose l'interprétation actuelle de la liberté universitaire. Elles ont soutenu que le professeur doit, en reconnaissant le rapport de force qui existe, montrer à la fois du respect, de la sensibilité, de la compréhension et de la tolérance envers les étudiants tout en attachant de l'importance au contenu intellectuel.

Elles ont fait remarquer que les déclarations sur la responsabilité professionnelle sont en pratique dissociées des déclarations sur les droits des professeurs. Elles ont proposé que la liberté universitaire soit un droit interactif pour tous, y compris le corps professoral, la population étudiante et le personnel. Elle doit se fonder sur la réciprocité de façon à ce que les droits d'une personne respectent ceux d'une autre.

Elles ont insisté sur le besoin de réviser le rôle de l'association de professeurs et professeurs pour qu'elle appuie tous les membres, y compris les deux parties dans le cas de litiges entre membres. Les auteures ont encouragé la quête d'une liberté universitaire complète dans une université plus accueillante où les différences d'opinions et de valeurs sont respectées et protégées.

(Rosalind Riseborough est secrétaire du Comité du statut de la femme.)

J. H. Stewart Reid Memorial Fellowship



Christoph Lorey

1994.

In addition to publishing a number of journal articles and making presentations at national and international conferences, Mr. Lorey's excellent academic record is distinguished by the fact that his M.A. thesis has been published as a book. He is committed to both teaching and research, and future projects involve continued work in traditional and modern literature.

In addition to the Stewart Reid Fellowship, Christoph Lorey has received at least fifteen other scholarships and awards, including an SSHRC Doctoral Fellowship, the German Government Book Prize, and the Province of Alberta Graduate Fellowship.

The J.H. Stewart Reid Memorial Fellowship was established by CAUT through voluntary contributions by faculty associations and individual faculty members across the country to honour the memory of the first Executive Secretary of the Association. The members of the selection committee for 1993-94 are Avril Gardner (Memorial), Krystyna Sicielowicz (Toronto), and Ron Bercevo (Alberta). The \$5000 fellowship is available to Canadian citizens or permanent residents of Canada who are working toward a doctoral degree at a Canadian university.

The Selection Committee of the J.H. Stewart Reid Memorial Fellowship is pleased to announce this year's recipient for 1993-94. The Fellowship has been awarded to Christoph Lorey, a PhD student at the University of Alberta.

Mr. Lorey holds an Honours Bachelor of Arts degree in French and German Language and Literature at the University of Alberta, and a Master of Arts degree in German Literature, from the same university. Christoph Lorey continues his doctoral work in the area of German Literature, and is conducting research on "The Problem of Marriage in the Works of Johann Wolfgang Goethe." He expects to defend dissertation in the Spring of

Nova Scotia continued from page 8

stakeholders informally made submissions to a committee established by the ministry.

Some concerns were expressed about a seven-page working document produced by the July workshop. One hundred and seventy-five ideas provided by representatives at the event were grouped into four areas: cost control measures, productivity improvements, strategic alliances, and issues and revenue enhancement measures.

The document outlined, in broad generalizations, suggestions for expenditure reduction and further divided them into two groups: those which could be achieved by 1994/95 and those which might be expected to occur after this time.

It was apparently provided for the minister by senior officials within his ministry but is not official government policy. Some of the suggestions were relatively innocuous but others were viewed with wariness. One which was of particular concern discussed the possibility of reducing salaries; it was

perceived by some faculty as a potential attack on collective bargaining.

Alan Meech, executive director of CFAA, said the document must be placed in some perspective: "This is part of a very large scale process. The document is but one element and one piece of information. Our concern is that the conclusions reached in the document may pre-empt the public hearings."

Meech said he was also concerned about a statement made by Premier Klein that he would like to see everyone in the public sector take a five per cent pay cut. While Meech noted that Klein currently "has no instrument to complete this, it is worrisome to see the government 'flying' statements like this prior to the consultation process."

(J. Mark Langdon is a Ph.D. student at Queen's University and an instructor in the Political Studies Department at Trent University.)



Linda Winkler

LIBRARIANS / BIBLIOTHÉCAIRES

Academic status: Librarians must not take it for granted

Many librarians at the November 1992 conference expressed concern over the meaning and purpose of academic status. Some librarians take academic status for granted. Several are unaware that these hard won benefits can become imperiled during difficult economic times.

As a marginalized group, librarians must realize that benefits not taken may become lost. Sabbaticals and other leaves are typical examples as collective agreements become destabilized from funding pressures and government accountability.

Some librarians fear a decline

in status as administrators, pressured by governments to reduce costs, increasingly view libraries as primarily ancillary to academe.

Academic status essentially means that librarians are recognized as having a natural partnership with faculty based on equivalent contributions to teaching, research and public service at universities. Their alliance in similar intellectual pursuits must be translated into equal rights and benefits of employment.

Included in these rights ought to be tenure, promotion, leave, rank, research funding and academic freedom provisions. Other rights include the exercise of independent professional judgment

and time for research/study as a part of normal workload.

Librarians should be members of university governing bodies like faculty. The internal administration of university libraries should have an academic form of governance such as a library council analogous to that of faculty.

Librarians must exercise these academic and professional prerogatives with a political awareness which ensures that library administrators give such rights more than superficial treatment. A library council that is sound structurally, but disallows librarians an equal decision-making role constitutes a meagre benefit.

Committee News since May Council

Council supported Jim Brett's motion as chair that the committee have a third meeting. It will occur in January.

Margot Schenk (St. Mary's) presented a paper on The Library and the All Inclusive University at the Learned in June. Linda Winkler attended the June meeting of the CAUT Task Force on Campus Violence.

The committee has prepared final drafts of the Policy on Workload and Governance and of the model clause for Academic Librarians' Workload. The committee also proposed to

the executive the establishment of a Librarians' Award to recognize distinguished contributions to academic librarians' working conditions.

Work continues on the libraries statistical study and the Librarians' Salary Survey was released to members in July. The committee will discuss a policy on gifts and donations over the fall and prepare for the November 1994 Conference: "Recognition/Reconnaissance." The committee welcomes and appreciates members' input to these ongoing pursuits.

(Linda Winkler is Chair of the CAUT Librarians' Committee.)

Les bibliothécaires ne doivent pas croire que le statut universitaire va de soi

Linda Winkler

Lors du colloque tenu en novembre 1992, de nombreux bibliothécaires ont fait part de leur inquiétude quant à la signification et l'objectif du statut universitaire. D'aucuns le tiennent pour certain. Cependant, plusieurs ne se rendent pas compte que ces avantages, chèrement gagnés, peuvent être compromis en période de difficultés économiques.

En tant que groupe marginalisé,

les bibliothécaires doivent comprendre que s'ils n'exploitent pas leurs avantages, ils peuvent les perdre. Les congés sabbatiques et autres congés sont des exemples typiques alors que les conventions collectives perdent de la stabilité au gré des compressions budgétaires et de l'obligation de rendre compte au gouvernement.

Certains bibliothécaires craignent un affaiblissement de leur statut tandis que les administrateurs, pressés par les gouverne-

ments de diminuer les coûts, considèrent de plus en plus les bibliothécaires surtout comme des subordonnés des universitaires.

Essentiellement, le statut universitaire signifie la reconnaissance des bibliothécaires comme partenaires naturels des professeurs. Cette association se fonde sur des contributions équivalentes à l'université en matière d'enseignement, de recherche et de service. Leur alliance dans des projets

intellectuels similaires doit se traduire par des droits et des avantages égaux dans l'emploi.

Ces droits doivent comprendre des dispositions pour la permanence, les promotions, les congés, le rang, le financement de la recherche et la liberté universitaire. D'autres droits comprennent l'exercice d'un jugement professionnel indépendant et du temps pour faire de la recherche ou des études dans le cadre de la charge normale de travail.

Les bibliothécaires devraient siéger aux organes de direction de l'université au même titre que les professeurs. L'administration interne des bibliothèques d'université devrait prendre la forme d'un conseil de bibliothèque à l'exemple des conseils de faculté.

Les bibliothécaires doivent exercer ces prérogatives universitaires et professionnelles avec une sensibilité politique qui fera en sorte que les administrateurs de bibliothèque accorderont à ces droits une attention plus que superficielle. Un conseil de bibliothèque dont la structure est solide constitue un bien maigre avantage s'il ne permet pas aux bibliothécaires d'avoir un rôle égal dans la prise de décision.

CALL FOR NOMINATIONS TO THE LIBRARIANS' COMMITTEE

Nominations are sought for election to fill a vacancy on the Librarians' Committee. Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. The election will take place at the CAUT Council meeting in Ottawa in February, 1994.

Term of Office

The term of office is for the balance of a term ending in May 1995.

Nomination Procedure

Nominations should be sent to: Mark Sandilands, Person Chairing, Elections and Resolutions Committee, CAUT, Suite 308, 294 Albert Street, Ottawa, Ontario K1P 6E6.

They should include:

A letter of nomination; a brief statement of why the nominator feels the nominee is qualified to serve; the agreement of the nominee to serve if elected; a completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT).

Nomination deadline: November 12, 1993

Committee Members

Nominees for positions on Standing Committees should have considerable experience in the area of responsibility of the committee to which he or she is nominated.

SOLICITATION DE CANDIDATURES AU COMITÉ DES BIBLIOTHÉCAIRES

Nous sollicitons des candidatures pour combler une vacance au Comité des bibliothécaires de l'ACPPU. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats ou candidates qualifiés des associations locales et provinciales. L'élection se tiendra à l'occasion de l'assemblée du Conseil qui se tiendra à Ottawa en février 1994.

Mandat

Le mandat poursuit l'un des mandats prenant fin en mai 1995.

Méthode de mise en candidature:

Il faut envoyer les candidatures à: M. Mark Sandilands, Président, Comité des élections et résolutions, ACPPU, Bureau 308, 294, rue Albert, Ottawa (Ontario) K1P 6E6.

Les pièces suivantes doivent accompagner les mises en candidature:

Une lettre de mise en candidature; une brève déclaration expliquant pourquoi la personne qui présente le(la) candidat(e) estime qu'il ou elle possède les qualités voulues; l'accord du (de la) candidat(e) de siéger s'il (ou si elle) est élu(e); une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs et de professeurs ou de l'ACPPU.

Date limite des mises en candidature: le 12 novembre 1993

Les membres des comités

Les candidats et candidates à des postes aux comités permanents doivent posséder une expérience considérable dans le champ de responsabilité du comité pour lequel leur candidature est proposée.

Questionnaire suite de la page 10

développement. Il est également responsable du Conseil de recherches en sciences humaines qui relevait auparavant du

ministère des Communications et avant lui, du secrétaire d'État. Le ministère de l'Industrie et des Sciences disposera d'un

budget de 1,1 milliard de dollars et d'un effectif de 6 324 employés. Harry Swain, ancien sous-ministre de l'Industrie, des et de

la Technologie, sera sous-ministre du nouveau ministère.

(Tim Stutt est agent des relations avec les gouvernements à l'ACPPU.)

(Linda Winkler est présidente du Comité des bibliothécaires)



Duke University

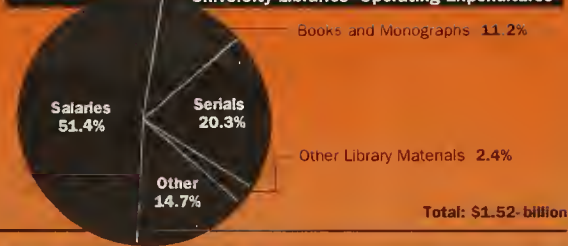
Holdings of Research Libraries in U.S. and Canada, 1991-92

University Libraries

	Rank ¹	Volumes in library	Volumes added	Current serials	Permanent staff	Total expenditures ²
Harvard U.	1	12,394,894	284,662	96,019	963	\$54,450,974
U. of California at Berkeley	2	7,854,630	176,620	82,374	472	30,431,329
Yale U.	3	9,173,981	166,330	54,601	535	31,554,800
U. of California at Los Angeles	4	6,247,320	167,513	94,156	442	28,696,062
U. of Toronto	5	6,246,692	198,427	41,499	597	32,796,645
U. of Illinois at Urbana-Champaign	6	8,096,040	177,210	91,011	387	20,007,495
Stanford U. ³	7	6,127,388	153,562	47,705	465	32,650,004
Columbia U.	8	6,262,162	134,967	63,012	500	26,666,991
Cornell U. ³	9	5,468,870	197,144	59,889	470	23,328,779
U. of Texas	10	6,680,406	171,565	52,867	528	21,071,541
U. of Michigan	11	6,598,574	129,997	69,745	420	25,519,992
U. of Washington	12	5,163,302	166,626	53,300	369	20,052,583
U. of Wisconsin	13	5,317,380	117,512	48,699	353	23,550,266
Indiana U.	14	5,264,138	177,034	39,775	325	20,321,371
U. of Minnesota	15	4,908,982	161,719	43,478	310	22,661,654
Princeton U.	16	4,965,358	133,642	34,287	342	19,775,693
U. of Chicago	17	5,448,621	124,833	46,072	299	16,999,260
Pennsylvania State U. ³	18	3,318,118	152,383	33,177	373	19,181,169
U. of North Carolina	19	3,956,238	109,666	39,043	327	16,978,319
Rutgers U. ³	20	3,367,663	87,263	33,270	375	22,820,604
Ohio State U.	21	4,603,310	106,051	32,381	320	17,309,387
U. of Virginia	22	3,842,344	124,231	45,245	270	15,466,248
U. of California at Davis	23	2,588,728	154,975	51,122	280	15,784,437
Duke U.	24	4,134,361	130,112	31,107	268	16,495,740
U. of Pennsylvania	25	3,844,414	96,741	32,179	287	18,838,776
Arizona State U. ³	26	2,826,679	119,377	31,694	327	16,971,954
U. of British Columbia	27	3,113,492	102,065	22,950	361	19,218,742
U. of Arizona	28	3,915,913	108,073	28,322	279	15,034,632
New York U.	29	3,224,145	75,589	29,244	319	19,973,008
Northwestern U. ³	30	3,607,533	88,999	37,412	248	14,448,576
U. of California at San Diego	31	2,188,722	155,382	24,388	297	16,120,214
U. of Georgia	32	3,048,491	80,152	53,516	257	13,303,436
U. of Alberta ³	33	3,240,325	81,996	21,844	339	15,870,470
U. of Kentucky	34	2,459,457	248,629	27,341	196	11,067,177
U. of Southern California	35	2,764,865	94,570	32,672	219	15,580,372
Johns Hopkins U.	36	2,961,160	70,427	20,838	308	19,006,397
U. of Pittsburgh	37	3,041,139	87,914	22,041	264	15,007,675
U. of Iowa	38	3,253,141	84,824	33,112	203	12,417,991
U. of Kansas	39	3,043,364	84,054	27,391	240	12,844,334
McGill U.	40	2,621,044	95,887	17,541	279	15,155,419
U. of Florida	41	2,974,962	62,708	27,710	256	13,701,457
U. of Hawaii	42	2,651,257	81,038	37,601	169	11,295,535
Michigan State U.	43	2,860,874	81,612	28,180	182	12,068,065
State U. of New York at Buffalo	44	2,724,222	84,997	22,643	203	12,117,602
Wayne State U.	45	2,667,088	90,139	24,592	176	12,279,301
U. of Colorado	46	2,427,603	80,038	27,313	171	12,988,949
Washington U.	47	2,703,584	74,800	19,113	209	13,332,946
Emory U. ³	48	2,167,978	70,393	22,571	218	13,952,728
Texas A&M U.	49	2,035,896	76,004	24,319	226	12,108,218
U. of Maryland	50	2,174,628	70,237	20,086	217	14,771,475
Georgetown U.	51	1,910,975	62,633	24,441	221	13,225,488
U. of Laval	52	1,926,878	72,396	16,574	260	13,159,206
U. of New Mexico	53	1,815,957	61,951	21,933	241	12,947,763
U. of Connecticut ³	54	2,372,350	87,474	18,283	158	13,177,171
U. of Notre Dame	55	2,196,117	111,012	20,863	172	9,501,099
U. of Western Ontario	56	2,060,766	57,348	21,341	232	12,721,809
Vanderbilt U.	57	2,026,237	67,066	16,008	237	12,249,150
Massachusetts Institute of Technology	58	2,267,948	58,857	20,858	215	11,007,344
U. of Illinois at Chicago	59	1,742,197	54,139	21,440	240	11,522,394
U. of Miami	60	1,797,242	69,861	18,853	209	11,295,551
York U. (Ontario) ³	61	1,948,992	57,462	19,629	203	12,303,965
U. of Missouri	62	2,579,253	55,583	22,973	189	9,330,014
U. of California at Santa Barbara	63	2,074,813	42,910	25,400	204	12,130,188
Louisiana State U.	64	2,654,485	53,713	20,233	173	10,462,329
Purdue U.	65	2,022,781	66,375	16,357	207	10,372,665
Boston U.	66	1,849,410	50,185	28,577	191	9,834,739
U. of Cincinnati	67	1,837,615	48,809	19,885	203	12,423,517
Auburn U.	68	2,058,211	67,417	21,522	148	10,737,512
U. of South Carolina	69	2,526,408	50,912	20,722	168	9,810,997
Brigham Young U.	70	2,201,720	70,642	18,048	139	10,690,251
U. of Delaware	71	2,070,441	58,374	21,656	160	9,463,798
Howard U.	72	1,867,721	36,171	26,038	200	10,491,173

SOURCE: Association of Research Libraries

University Libraries' Operating Expenditures



University Libraries (continued)

	Rank ¹	Volumes in library	Volumes added	Current serials	Permanent staff	Total expenditures ²
Brown U.	73	2,551,187	47,535	12,308	193	\$11,388,735
U. of California at Irvine	74	1,556,279	57,453	17,642	172	12,595,952
Temple U. ³	75	2,146,396	47,034	15,654	179	11,640,557
U. of Nebraska	76	2,107,439	52,772	21,459	170	8,786,418
Iowa State U.	77	1,955,213	53,639	21,894	156	9,947,900
U. of Tennessee	78	1,959,168	49,630	18,269	200	9,054,728
Dartmouth College	79	1,910,775	54,626	21,477	152	9,596,052
Florida State U. ³	80	1,979,112	52,626	18,436	180	8,546,336
Southern Illinois U.	81	2,199,824	66,220	17,600	134	8,766,227
Queen's U. (Kingston)	82	1,885,591	49,264	15,390	185	10,309,406
State U. of New York at Stony Brook	83	1,807,481	48,433	20,629	160	9,575,092
U. of Rochester	84	2,774,892	45,209	13,309	169	9,128,965
U. of Waterloo	85	1,676,711	58,585	15,785	167	9,978,950
Virginia Polytechnic Institute and State U.	86	1,798,975	51,996	18,000	151	9,339,566
McMaster U.	87	1,617,839	48,336	15,334	180	10,144,752
U. of Oregon	88	1,981,160	51,037	15,991	143	9,779,852
U. of Oklahoma	89	2,381,304	51,256	17,400	128	8,536,317
U. of Massachusetts	90	2,511,558	52,985	15,522	142	7,445,161
U. of Saskatchewan	91	1,502,554	63,094	13,851	167	9,268,557
U. of Utah	92	1,927,315	58,830	12,616	163	8,483,336
Kent State U. ³	93	2,102,646	48,065	12,856	165	8,850,719
Washington State U.	94	1,679,500	37,288	23,386	156	8,787,440
Tulane U. ³	95	1,946,312	47,839	16,888	152	8,008,000
Colorado State U.	96	1,450,456	82,747	20,753	115	7,296,771
Syracuse U.	97	2,367,269	26,493	16,559	195	8,851,954
North Carolina State U.	98	1,445,957	44,454	17,442	169	9,592,988
U. of Manitoba	99	1,573,902	36,682	11,830	200	10,462,341
U. of Guelph	100	2,015,541	51,423	12,895	152	7,136,781
U. of Alabama	101	1,902,029	43,357	16,878	132	7,555,795
Case Western Reserve U.	102	1,765,412	37,087	15,517	150	8,275,100
Oklahoma State U. ³	103	1,630,326	42,004	16,131	121	7,663,434
U. of Houston	104	1,681,558	34,420	14,374	139	7,959,249
U. of California at Riverside	105	1,561,662	46,296	12,951	124	7,287,996
State U. of New York at Albany ³	106	1,343,865	32,872	17,080	132	7,459,615
Rice U.	107	1,534,744	37,325	14,108	112	7,609,243
Georgia Institute of Technology	108	1,737,745	41,166	10,900	94	5,389,562

Non-University Libraries

	Volumes in library	Volumes added	Current serials	Permanent staff	Total expenditures ²
Boston Public Library	6,132,245	246,490	16,777	506	\$27,879,628
Canada Institute for Scientific and Technical Information, Ottawa, Ontario	2,327,848	22,335	30,468	193	21,345,607
Center for Research Libraries, Chicago	3,270,220	51,466	13,863	55	2,966,036
Library of Congress, Washington	22,293,770	266,893	177,852	4,593	351,061,237
Linda Hall Library, Kansas City, Mo.	677,161	13,779	12,500	61	3,658,925
National Agricultural Library, Beltsville, Md.	2,143,575	38,840	21,564	221	18,677,581
National Library of Canada, Ottawa, Ontario	1,668,779	207,651	57,507	500	31,850,346
National Library of Medicine, Bethesda, Md.	2,044,901	44,390	28,366	277	27,435,000
New York Public Library, New York	6,755,496	138,963	158,611	697	36,941,516
New York State Library, Albany, N.Y.	2,226,416	49,304	20,755	192	9,412,609
Newberry Library, Chicago	1,446,085	6,763	5,248	105	5,850,322
Smithsonian Institution, Washington ³	1,142,134	24,672	15,041	130	5,991,932

Note: Institutions are asked to report figures for their main campuses only unless a branch campus is indicated. The amounts listed under "volumes in library," "volumes added," and "current serials" may include materials not counted in previous years because of a 1990/91 revision in the method of reporting government documents.

¹ Based on an index developed by the Association of Research Libraries to measure the relative size of university libraries. The index takes into account the number of volumes held, number of volumes added during the previous fiscal year, number of current serials, total operating expenditures, and the size of the "permanent" staff, a figure which includes professional and non-professional workers and excludes student assistants. The index does not measure a library's services, the quality of its collections, or its success in meeting the needs of users.

² Figures for Canadian libraries are expressed in U.S. dollars.

³ Includes branches as well as the main institution.

CHRONICLE CHART BY KIRO GAGANASH AND LORA THOMPSON



Susan Gray

NEWS FROM QUEBEC

Quebec court confirms Bill 111 is unconstitutional

The Quebec Court of Appeal, in a unanimous decision rendered in June, has confirmed the unconstitutionality of Bill 111, adopted in 1983 during a conflict between the government and workers in the educational sector.

By so doing, the court has reinforced the 1986 ruling of the Quebec Superior Court.

Bill 111's penalties included stiff fines, the docking of two days' pay for each day on strike, and loss of seniority. It was adopted in order to force workers protesting Bills 70 and 105 back to work. Bill 70 cut salaries and Bill 105 set working conditions and salaries unilaterally for three years.

The ruling means teachers don't have to pay fines that could total \$2.7 million; it also allows for the recovery of tens of millions of dollars in lost wages, according to a statement prepared by the Centrale de l'enseignement du Québec (CEQ).

The Procureur général du Québec appealed the 1986 judgement to the Quebec Court of Appeal. In the meantime, the provincial government suffered another setback. In February 1990 the Supreme Court of Canada declared Bills 70 and 105 unconstitutional because they hadn't been translated into English.

Hélène Gilbert, a CEO press attaché, says if the government appeals the recent ruling to the Supreme Court of Canada, "they have all the chances in the world of failing again, because of the last two decisions." The CEQ, one of the targets of Bill 111, represents 5,000 people who work in CEGEPs, including professors, as well as a lesser number in the university sector.

FOPPU's vision expands

The Fédération québécoise des professeurs et professeurs d'université (FOPPU) is refining its vision in the face of the substantial challenges currently facing higher education. According to Roch Denis, its new president:

"We want to defend the existence of Quebec's universities in a more efficient manner. ... We want to change our positioning so as to defend it (the university) as an economic, democratic and social inheritance."

Thus, the federation "wants to intervene (in the university debate) not only during collective bargaining (of its member unions)."

In an interview with the *Bulletin*, Mr. Denis elaborated on the priorities which had been approved at last May's annual congress. Included in the five main priorities were the related issues of underfunding and working conditions.

Declaring that professors "haven't been active enough in the ongoing public debate over university financing," the political scientist said the federation's new frame of reference will be accessibility. This deals not only with fees, but with factors such as the professor/student ratio, explained Mr. Denis.

The FOPPU's other priorities are: academic freedom, university government and management, professors' health and life problems and equality issues.

The FOPPU is also working on improving the current framework for academic freedom. In order to do this, it will make an inventory of appropriate sections from collective agreements. According to the federation, academic freedom is threatened by, among other things, the range of teaching assignments imposed on some professors and changes in the syllabus due to external pressure.

The FOPPU's goal in regards to equal treatment for women professors is a far-reaching one. According to its newsletter *université*, the federation "must ensure that the question of women's equality be addressed in all of its undertakings." More specifically, an analysis of the position of female professors and a resulting action plan are now integral to all of the FOPPU's projects.

In addition, the federation will study how the role of professors in university management has changed in the wake of recent restructuring which has meant a greater number of board of directors' seats going to members of the community-at-large. Research on the life and health problems of professors will also be undertaken.

CEGEP bills adopted

Since June, the three CEGEP reform bills have been adopted.

The bill modifying the previous Loi sur les CEGEPs allows fees to be charged for full-time students who fail a certain number of courses. Students who fail five courses in pre-university programs, or seven in technical programs will have to pay tuition fees. These changes, however, will not be put in place until next summer.

As for academic content, in the French system, one philosophy course will be cut while in the English system, one humanities course will be dropped. The number of physical education courses will be reduced but required courses in second-language will be added to the curriculum. As of 1997, new prerequisites in math and physics will be required of CEGEP applicants.

A new term with many differences

There was a spectacular increase in the number of CEGEP applicants for 1993-1994. Ten thousand more students applied; according to *Le Devoir*, the increase is due to "the combined effects of the recession and unemployment." Happily, there is space for all of the new applicants, as the minister of higher education earmarked \$112 million for 10,000 new places last winter. There are now 175,000 CEGEP students, the highest number since 1967.

The dramatic increase in enrolment is occurring just as the controversial CEGEP reform is being put into effect. Despite this, financial and time constraints have meant many colleges haven't implemented the first phase of the reform, namely, special orientation and integration sessions, for the start of the academic year.

The CEGEP system isn't the only one to see an increase in registration for 1993-1994. According to preliminary figures, universities have also received a slightly higher number of applications. Fees have also gone up, by 1.9 per cent in the first semester, with a second increase to come in 1994. In the last provincial budget an \$800 fee hike was proposed for university students. Currently, tuition here is \$750 lower on average than in other provinces.

Another change for Quebec's universities is the loss, since last July, of the Conseil des universités, a consultative body. Its mandate will be split between the Conseil supérieur de l'éducation (the education watchdog) and the Commission de l'enseignement et de la recherche universitaire de l'organisme.

(Susan Gray is a freelance journalist and translator who lives in Montreal.)

NOUVELLES BRÈVES DU QUÉBEC

La loi 111 toujours inconstitutionnelle

Susan Gray

La Cour d'appel du Québec, dans un arrêt unanime rendu en juin, a confirmé l'inconstitutionnalité de la loi 111, adoptée en 1983 lors des conflits de travail dans le secteur de l'éducation. Ce faisant, elle se montre d'accord avec le jugement de la Cour supérieure du Québec rendu en 1986.

Les prévisions de la loi 111 incluaient de lourdes amendes, la coupure de deux jours de salaire par jour de grève et la perte d'ancienneté. La loi a été adoptée pour forcer le retour au travail des employés qui protestaient contre la loi 70, qui réduisait leurs salaires, et la loi 105, qui fixait unilatéralement leurs conditions de travail et leurs salaires pour trois ans.

Le jugement enlève l'obligation de payer des amendes pouvant totaliser 2,7 millions \$ et permet la récupération de plusieurs dizaines de millions de dollars en salaires perdus, selon un communiqué de la Centrale de l'enseignement du Québec (CEQ).

C'est le Procureur général du Québec qui a porté le jugement de 1986 devant la Cour d'appel du Québec. Entre-temps, en février 1990, la Cour suprême du Canada déclarait que les lois 70 et 105 étaient inconstitutionnelles car elles n'avaient pas été traduites en anglais.

Selon Hélène Gilbert, une attachée de presse de la CEQ, si le gouvernement en appelle de la récente décision en Cour suprême du Canada, «ils ont toutes les chances du monde de perdre encore, à cause des deux derniers jugements.» La CEQ, une des cibles de la loi 111, représente 5 000 personnes oeuvrant dans les CEGEPs, incluant des professeurs, ainsi qu'un nombre inférieur travaillant dans le secteur universitaire.

La FOPPU élargit son champ de vision

La Fédération québécoise des professeurs et professeurs d'université (FOPPU) élargit son champ de vision face aux grands défis dans le secteur de l'enseignement supérieur. Selon Roch Denis, leur nouveau président, «On veut défendre l'existence de l'université québécoise d'une manière plus efficace... On veut changer notre position pour la défendre comme un acquis économique, démocratique, et social.»

Ceci signifie que la FOPPU «veut intervenir à d'autres occasions que les seules conventions collectives (de ses syndicats-membres).»

En entrevue avec le *Bulletin*, M. Denis donnait suite aux priorités fixées lors du Congrès annuel tenu en mai. Parmi les cinq grandes priorités se retrouve la question du sous-financement et des conditions de travail. Affirmant que les professeurs «n'ont pas été assez présents dans le débat public continu sur le financement universitaire», le politologue explique que la question sera posée en employant l'accessibilité pour les étudiants comme cadre du débat. Cette accessibilité touche non seulement aux frais de scolarité, dit M. Denis, mais aussi à des facteurs tels que le rapport professeur-étudiant.

Les autres grandes priorités de la FOPPU sont: la liberté universitaire, le gouvernement et la gestion des universités, les difficultés de la santé et de la vie des professeurs et l'accès à l'égalité des professeurs.

En ce qui a trait à la liberté universitaire, la FOPPU prépare un projet de renforcement du cadre dans lequel s'exerce la liberté universitaire. Pour ce faire, elle fera l'inventaire des clauses des diverses conventions collectives. Selon la Fédération, cette liberté est menacée, entre autres, par la polyvalence des enseignements imposés à certains professeurs et les changements dans les syllabus à la suite de pressions extérieures.

La position de la FOPPU concernant l'accès à l'égalité vise loin. Selon le journal de la Fédération, *université*, «elle doit s'assurer que dans tous les travaux et toutes les analyses, l'aspect accès à l'égalité soit inclus, y compris une analyse de la situation des professeurs et des pistes d'action à adopter.»

Par ailleurs, la Fédération étudiera l'évolution de la place des professeurs dans la gestion des institutions universitaires à la suite des refontes structurales récentes; les structures modifiées des universités accordent une plus grande place aux représentants de la communauté dans les conseils d'administration. Elle fera aussi de la recherche sur les problèmes de santé et de vie des professeurs.

Projets de lois sur les CEGEPs adoptés

Les trois projets de lois concernant la réforme des CEGEPs ont été adoptés depuis juin par le gouvernement.

La nouvelle loi modifiant la Loi sur les CEGEPs, permettrait d'exiger des droits de scolarité des étudiants à plein temps qui accumulent trop d'échecs scolaires. On ne pourrait accumuler plus de quatre échecs pour les programmes d'études pré-universitaires et pas plus de six, pour les programmes d'études techniques. Ces changements ne seront pas mis en vigueur avant l'été prochain.

En ce qui a trait au contenu pédagogique, il y aura réduction des cours de philosophie dans les CEGEPs français et dans les humanités du côté des CEGEPs anglais; les cours d'éducation physique seront réduits partout. Ce plus, deux cours de base en langue seconde seront ajoutés aux programmes d'études et de nouveaux préalables en math et en physique seront exigés au niveau du secondaire dès 1997.

Un rentrée avec plusieurs différences

Une hausse spectaculaire des inscriptions — 10 000 étudiants de plus que l'année dernière — a touché les CEGEPs cet automne. L'accroissement est dû, selon *Le Devoir*, «aux effets combinés de la récession et du chômage.» Heureusement, il y aura de la place pour toutes les nouvelles inscriptions car l'hiver dernier le ministre de l'Enseignement supérieur a réservé 112 millions \$ pour créer 10 000 nouvelles places dans le réseau. Il y a maintenant 175 000 étudiants, le plus haut chiffre jamais vu depuis 1967.

Ce saut énorme a lieu au moment où la controversée réforme du réseau collégial commence à être mise en pratique. Mais, faute de temps et d'argent, plusieurs CEGEPs n'auraient pas réalisé la première étape de la réforme, c'est-à-dire, des sessions spéciales d'accueil et d'intégration pour le début de l'année scolaire.

Le réseau des CEGEPs n'était pas le seul à voir une augmentation de ses inscriptions pour 1993-1994; selon des chiffres provisoires, les universités ont aussi enregistré une légère hausse. D'autre part, les frais de scolarité subiront une majoration de 1,9 p. 100 pour le premier trimestre, suivie d'une deuxième augmentation en 1994. Le dernier budget provincial proposait 800 \$ de plus en frais de scolarité pour les universitaires. En moyenne, les frais de scolarité au Québec sont inférieurs de 750 \$ à ceux des autres provinces.

Autre changement dans le monde universitaire: la disparition depuis juillet du Conseil des universités, un organisme consultatif. Sa relève sera partagée entre le Conseil supérieur de l'éducation (le «chien-de-garde de l'éducation») et la Commission de l'enseignement et de la recherche universitaire de l'organisme.

(Susan Gray est journaliste et traductrice pigiste qui vit à Montréal.)

TRIBUNE LIBRE / COMMENTARY

Heterosexism and free speech

Les homosexuels et surtout les lesbiennes sont encore aux prises avec un problème des plus importants, soit l'invisibilité. Bien souvent, les questions relatives à leur existence sont celles que les lois et les universités abordent le moins ou règlent en dernier. L'homophobie explicite, bien que moins commune que la marginalisation par l'invisibilité, demeure répandue et soulève des questions sur les limites à la liberté d'expression. Je veux prendre position entre les deux tendances normalement opposées sur la question de la liberté de parole mais je concède en principe que certaines formes de langage sont si odieuses qu'elles justifient des restrictions. Par contre, je mets en garde contre l'élaboration de politiques quasi judiciaires sur le harcèlement et la discrimination dont la portée est trop large ou trop vague et qui tendent à remplacer des procédures administratives par une action politique luttant contre les préjugés.

by David Rayside

What I want to speak about is influenced in important ways by my being a gay man. I say that not to imply that I have unassailable authority to speak about sexual orientation issues, nor that I feel myself restricted to speaking about those issues in which I have direct experience, but only to indicate that some of the concerns I raise are shaped by activism on issues related to sexual orientation. My experience as an activist shows me that invisibility is still a central issue for gay men and especially lesbians. It also reminds me, as I consider remedies to exclusion, that whereas feminism (which has been profoundly influential for me) has generally sought to have the harm done to women taken seriously through law and institutional regulation, gay activists have often had their lives invaded by the overzealous application of regulatory regimes.

Heterosexism & the invisibility of sexual minorities

Living in these times is to be regularly reminded that heterosexism and homophobia constitute clear and present dangers for lesbians and gay men. It is not insignificant that the first political firestorm to have swept through Washington since the election of Bill Clinton to the American Presidency has been provoked by the commitment to allow openly gay men and women into the military. Commenting recently about sexual orientation and the churches in Canada, a radio commentator on CBC remarked that homosexuality was the last straw — the fearsome sign that everything had changed.

I do not want to say that lesbians and gay men inside or beyond the walls of the academic world are more oppressed than others. What I do want to say, however, is that issues pertaining to their lives are often the last and the least attended to.

Employment equity legislation at the federal level, and proposed at the provincial level in Ontario, includes gender, race, disability, and aboriginals, and universities are slowly picking up their cues and developing strategies to increase the representation from the four "equity charter groups". Note the gap. Employment issues for lesbians

and gays are of course not the same as those for the charter groups, just as the issues for each of them are not the same as for the others. But to exclude sexual orientation from legislation such as that implies that the difficulties facing us are insubstantial. This feeds comfortably with the insidiously spreading perception that we are a privileged minority.

Invisibility is reflected in the very small number of faculty who are as open about their sexual orientation as heterosexuals are so insistently about theirs.

In the curriculum of our colleges and universities, too, we are all-but-invisible. It does not matter how you count; the attention to lesbian, gay, and bisexual issues in the courses offered in such institutions is minuscule. Clearly, in such an intellectual environment, the freedom of students to speak about and to inquire into gay and lesbian-related issues is substantially impaired. Too often, the language of free speech is marshalled to protect the rights of already quite-well-protected faculty, without due regard for the rights of students.

Explicit homophobia contributes to invisibility. There is evidence that homophobic comments and jokes are still considered socially acceptable in circles that would not accept discriminatory language directed at most other groups. We all have stories about orientation and initiation rites that are rife with anti-gay and anti-lesbian references.

Limits on speech

What should be our approach to that homophobia which does exist within institutions of higher education? And likewise, what should be our approach to denigrating and demeaning language and behaviour directed at women, at blacks, at the disabled, at natives, at orientals.

Characteristic of the debate around these issues, as we all know, is that any attempt to contain homophobia, racism, sexism, and the like is met with claims that we are threatening free speech. Freedom to speak and publish what one wants is held up as the central and most unassailable right in the university.

The response from those who take

seriously the issue of marginalization is typically that freedom of speech is not, and never has been, absolute. Even the classic liberal formulations of the concept of individual rights imagine limits based on the harm done to others. Many of us might also add that a preoccupation with individual rights is embedded in a free market conception that assumes a relatively level playing field, ignoring the differential access of people belonging to various classes and cultural groups to the kind of legitimate channels that effectively provide voice.

I want to take an uncertain position between the two sides in the debate. I want on the one hand to agree in principle that there are some forms of speech so hateful that they ought to be denied access to legitimate channels. But I want to argue on the other hand that in the formulation of policies dealing with harassment and discrimination, we should not move too far towards a politics of prohibition and punishment, paying too little attention to the importance and the fragility of the concept of free speech.

Throughout North America, there has been pressure on university and college authorities to establish codes prohibiting and punishing prejudicial language and behaviour.

In the face of a process that can result in punishment, everyone involved has a right to be able to predict what forms of speech and behaviour will lead to punishment and what will not. Some of the codes that I have seen do not satisfy me on that front. Some of them, in fact, are framed with such generality and vagueness that those who are members of groups traditionally marginalized in the university could easily find ourselves the target. The Supreme Court's Butler decision on pornography illustrates perfectly that the medicine one proposes for one illness can be applied somewhere else, namely to the suppression of lesbian and gay erotica.

Much more important than that, I think we have to make a clear distinction between speech and behaviour that we do not like and that which we are prepared to punish. Because of that, I am frankly nervous about the urge to broaden the definition of behaviours that can lead to a regime of adjudication and punishment.

Among many of us who do politics around these issues, the temptation to encode our distaste for prejudice is strong, but I am increasingly uncomfortable with the extent to which we may be tempted to rely on administrators and administrative procedures to do our political work for us.

There certainly is a place for harassment codes and the like, and we have to consider ways of making them more accessible to those most likely to

be the targets of harassment and prejudicial comment. But there are risks in loading too many expectations and too many obligations onto such codes. It is in the very character of legal codes to impose controls rather than to empower people. We may wish to believe that censoriousness is characteristic only of the enemies of change. It certainly is a commonplace among the enemies of change, but it is not, unfortunately, restricted to them. In any event, we have no assurances that they will be administered or adjudicated by those who are sympathetic to the objectives we seek.

The argument is put that prejudicial language and behaviour creates a poisoned environment that impairs the teaching and learning of those who are the targets of abuse. That is undoubtedly true, and we do have grounds for insisting that extreme forms of hate propaganda be prohibited in one way or another. But even the establishment of a threshold with the notion of "hate" is difficult, for there are widely contrasting characterizations of hate.

We cannot realistically or even idealistically aim for a university that is an entirely safe place. As institutions of higher education, our charge is to prepare students to think analytically and critically about the world around them, and we must do that in part by exposing them to hard debate from all kinds of perspectives. We help them not nearly as much as we think we do by shielding them from prejudice.

As someone who has sought, however modestly, to expand the curriculum by engaging issues of gender, sexual orientation, and race, I am not sure that I want to be a part of an institution that does not protect my right to teach what I want to teach. It was not so very long ago that I, and many others, would not have been able to do what little teaching we do on the issues that concern us. We all know how much the politics of prohibition have been used by the kinds of people who now talk so authoritatively about free speech. But that does not provide us justification to focus our political attentions on policies that may in the end prohibit more than we want or more than we know. Our energies must be focussed, instead, on emboldening students to pose challenges to the things they are taught by members of the faculty, and help teach them the skills for raising heretical questions.

(David Rayside is Professor of Political Science and Vice-Principal of University College at the University of Toronto, as well as an activist on gay/lesbian, feminist, and other issues.) This is a slightly revised version of a panel presentation at an OCUPA conference on "Developing Strategies for the Inclusive University," Toronto, 5-6 February 1993.

Tribune libre/Commentary

CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to postsecondary education. Publication is solely at the discretion of CAUT. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French but will not be translated. Authors should supply a 150 word summary, for the purposes of translation into the other official language. No pen names. CAUT hopes to publish one such article per issue but this depends on the quality and quantity of submissions. Please submit by E-mail (CAUT@Carleton.ca) or by diskette (word perfect 5.1).

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CAUT BOOKSHELF / LE COIN DES LIVRES

Decline of Donnish Dominion: The British Academic Profession in the Twentieth Century

by A.H. Halsey
Oxford, 1992

This book attempts to demonstrate how the present flawed education system in Great Britain has deteriorated from the "golden age" of the sixties and seventies. The author, A.H. Halsey, an Emeritus Professor and a fellow of Nuffield College, Oxford, analyzes this problem from a sociological perspective, drawing on detailed surveys of statistics compiled over 30 years. Two-thirds of the book is devoted to explaining the British higher education system before the Robbins expansion of the sixties.

While the picture he draws is accurate and well-incorporated into the argument, Halsey's conclusions from this collection of evidence are problematic. Many might argue that he fails to see the implications of his research, the contradiction inherent in his main argument for expansion without loss of quality. An educational system which is to serve the varied requirements of an advanced industrial society, cannot continue to maintain a post imperial elite character. More does mean different though Halsey is surely right to argue that different does not necessarily mean worse.

The third segment excellently details the frustration of declining standards and conditions for staff, the struggle for more equal opportunities for women, and the problem of increasing political interference.

Halsey does show that the increase in liberal economic policies as well as the demand set by the modern economy for higher trained specialists has directly led to an advance of bureaucracy in all forms of social organization, as well as the proletarianization of university research workers and teachers. He finds evidence to buttress this argument; however, some of his other conclusions are not as easily supported.

For example, part one can be summarized as a description of what "the key profession" used to entail. He points out that public respect was once a reality for both professors and students. Halsey appears to endorse the general view of university and polytechnic staff, that past favourable public opinion was directly related to the traditional character and small size of universities. The traditional institution that he describes was not a valid educational system for the whole of society, but rather a means of perpetuating a hierarchical society, based on the privilege of attending university.

The implication of this understanding is that education is exclusive, not inclusive. Exclusive by definition, he specifically states that the select few people who were educated made the system elite and therefore, of high quality. While this may have been right, it raises questions about the purpose of higher education today and the criteria on which quality should be judged.

If the U.K. now needs an inclusive, quality institution available to anyone who displays interest and talent, what should be the indications of quality?

Halsey's major problem occurs in his self-established goals of higher education. He agrees that education should first serve the varied interests of an advanced industrial society, but second it should maintain the elite character and size (per institution, not of the whole system) of the past. Assuming that an industrially advancing society would require a greater number of highly educated people, why then should the character of the system remain as it did when it was small? Is there a relevant association between size of an institution and quality, if student/staff ratios remain the same?

Halsey discusses at great length public opinion and the education institutions. He argues that after the 1960's, professors and students became associated in the public eye with revolution; thus, their status declined. From this historical period, their reputation, so far, has failed to recover. While this evaluation might be true, Halsey does not produce any public opinion surveys to indicate the reasons precisely why the Dons approval rating declined and has stayed low, but speculates with three theories: the expansion of teaching staff, the loss of autonomy with respect to working conditions, and declining salaries.

Regardless of the public's view, a return to the elite system would be a major step backward. If finance and organization of the mass system are the main problems, as Halsey indicates, then the system could

and should seek to convince the public of the importance of these problems, compelling people to influence government which in turn provides almost all the funding. More clearly, if public opinion carries the influence that Halsey attributes, then the problem facing the institution is how to market the importance of education to the people.

The value of this book to academic readers lies mainly in the third section, where the author focuses on the internal aspects of higher education. He reveals the ever-decreasing morale and disappointment among faculty, as conditions of employment worsen. Amongst many startling statistics, he finds that 39 per cent of faculty have considered leaving the profession early.

These last chapters also reveal the devastating effects that government control has had on the system, particularly concerning administration and budgeting. He also points out that teachers can no longer boast that their salaries are four times the amount of an average manual labourer. Now, they only have job insecurity, worse conditions and longer hours.

Later chapters also provide interesting sociological insights into the problems over the widening gap between teaching and research and the role women play in the profession. His U.K. findings parallel

similar problems in the United States, where professors feel compelled to prioritize research, while struggling to maintain quality teaching and accessibility to students. He examines these problems from a dispassionate viewpoint but makes clear his commitment, that something desperately needs to be done to save both staff and students from a slow decline. His lucid style and convincing data make it difficult not to sympathize with this conclusion.

In summary then, *Decline of Donnish Dominion*, while somewhat ambiguous in the first two sections, redeems itself in the third. The entire book contains a variety of charts and statistics that will be helpful for those interested in the decline of higher education. Anyone interested in a sociological approach to the problems of higher education will find it especially useful.

(Review by M. Heather Hlusko and Tom Wilson. M. Heather Hlusko is an American student (University of Notre Dame) who worked for several weeks earlier this year with the research department of the Association of University Teachers (UK) as part of her university studies in London. Tom Wilson is Senior Research Officer of the Association of University Teachers.)

Reading Between the Lines

by Annabel Patterson
The University of Wisconsin Press, 1993

This book develops five interconnected lines of argument. Firstly, it offers a political, historical and literary analysis of a diverse selection of works of the early modern period in England, at least some of which have long been regarded as advancing the Elizabethan and Jacobean project of consolidating and increasing monarchical authority in politics and religion.

Patterson focuses on the canonical writers Spenser (*Shepherd's Calendar*, *View of the Present State of Ireland* and *Book 5 of The Faerie Queene*), Shakespeare (*The Rape of Lucrece*), Donne (the satires and poetry, *Sermons*, *Biathanatos*, *Pseudo-Martyr*, *Essays in Divinity*) and Milton (his commonplace book, *Paradise Lost* and *Doctrine and Discipline of Divorce*) as well as on more popular writing like that of the Puritan propagandist Job Throckmorton, believed to be the prime mover behind the Martin Marprelate pamphlets.

Secondly, *Reading Between the Lines* advances a strategy of interpretation, "reading between the lines," particularly well suited to recover the opinions of writers who laboured under the scrutiny of state censors. It involves a comprehensive contextualizing of the work in relation to the life and other writings of the author, and the political/religious struggles of sixteenth century England.

Using this interpretive strategy, Patterson finds that, despite the claims of earlier scholars, none of the writers she considers is a simple apologist for political absolutism and religious intolerance. Rather, according to Patterson, the writings of Spenser, Shakespeare, Donne and Milton explore, with differing emphases and enthusiasm, various possibilities of latitudinarianism and republicanism, or, to use a more modern idiom, religious tolerance and egalitarianism.

Thus Patterson simultaneously generates highly original readings and illustrates the usefulness of her interpretive tools, tools she claims allow critics to deal with these texts (and, by implication, all other works like them, works produced in times of political instability — in short, most literature) more accurately and comprehensively.

Thirdly, *Reading Between the Lines* demonstrates how the scholarship and criticism of later periods, for example in writings of the exponents of the New Criticism in the nineteen forties, fifties and sixties, has deformed these works to fit the conservative political agendas of the commentators. Fourthly, Patterson's book questions the ability of the newest critical approaches, whether neo-Marxist, deconstructive, psychoanalytic or feminist, to provide unbiased and

credible readings of these early modern texts.

Fifthly and finally, underlying all the intricacies of its argument, Patterson's book embraces the tradition of liberal humanism which informs many of the works she discusses as well as her own attitude toward those and other literary works, and towards the various schools of criticism that have provided commentaries on the works. For Patterson, this tradition entails at the very least "a belief that human beings are educable and may learn from their mistakes; a belief that rational consensus (for which education is some assistance) is possible; a belief that persons are, within certain limits, free to choose their objectives and even, within obviously greater limits, to try to bring their society in line with those objectives."

It should be clear that this work is engaged as well as engaging, erudite but comprehensible, passionate in its commitments yet tolerant in its attitudes. It is, in short, a refreshing change from the usual dreary literary study.

(Review by Bernice Schrank, Dept. of English, Memorial University of Newfoundland.)

Winning Cases at Grievance Arbitration

by Jeffrey Sack, Q.C.
Lancaster House, Toronto

A very concise volume written by our well-known colleague Jeffrey Sack from Sack, Goldblatt, Mitchell in Toronto. The first comment that comes to mind after reading the book is that it is well organized. Topics are easy to find and the appendices are most relevant. *Winning Cases at Grievance Arbitration* takes the reader through the entire process from investigation, witness preparation, and the rules of evidence, through opening statement, examination in chief and cross-examination to final arguments. Everything you need is in this comprehensive guide — from your first telephone call or meeting with your client until the day you receive the arbitration award. It is not meant to be exhaustive but is presented in a practical fashion. What is novel in this book are Sack's comments on what can be too much or, alternatively, not enough depending on the situation of a case. It is certainly a very good tool for anyone who does not already have extensive experience in arbitration cases or for grievance officers who want to understand the process.

(Review by Mariette Blanchette, CAUT)

CLASSIFIED

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St. N.W., Washington DC 20005; tel: 202-373-5900.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tél: (202) 373-5900.

CAUT/ACPPU BULLETIN

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs of affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attachés politiques générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient ouverts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implement employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPPU de fournir des renseignements à caractère confidentiel.

ADMINISTRATION

UNIVERSITY OF REGINA - Faculty of Administration. Applications are invited for one tenure-track position in Organizational Behaviour/Human Resource Management. Candidates should have completed or be near completion of PhD. Appointments which will commence July 1, 1994, will be made at the Assistant or Associate level. The Faculty of Administration offers a four year undergraduate program which has an optional co-op/workstudy component. The Faculty also offers a part-time Master's of Administration degree. Applications should be sent to Dr. John P. Tuttle, Dean, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2. Telephone (306)585-4162. Fax (306)585-4502. The University of Regina is committed to employment equity. We encourage applications from all qualified candidates. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ANTHROPOLOGY

SAINT MARY'S UNIVERSITY - Anthropological Linguistics/Linguistics. Saint Mary's University Department of Anthropology invites applications for a full-time, tenure-track appointment at the Assistant Professor level to commence September 1, 1994. Applicants should have a PhD or be ABD and should be able to teach in the areas of both general anthropology and anthropological linguistics. Since duties include the teaching of three courses (equivalent to half-year equivalents), candidates should suggest additional courses which they wish to offer. The successful candidate will have the opportunity to participate in the Interdisciplinary Linguistics Program at Saint Mary's. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from all qualified persons, including persons with disabilities. Candidates should forward a curriculum vitae, a letter describing current research interests, names of three references, and a sample of scholarly writing to: Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. The deadline for receipt of applications is December 1, 1993.

THE UNIVERSITY OF WESTERN ONTARIO - The Department of Anthropology. University of Western Ontario, invites applications for a three year, full-time, limited-term appointment in Sociocultural Anthropology at the Assistant Professor level. Possibility of renewal for an additional two year limited-term appointment. Theoretical and Geographic Specialization is open. Applicants should have the PhD and have an active research and publication record and teaching experience. The current salary floor for assistant professor is \$40,093. Positions normally commence on July 1, 1994. Applicants must send a curriculum vitae and the names of three references, before January 31, 1994 to Dr. Christopher Ellis, Chair, Department of Anthropology, University of Western Ontario, London, Ontario N6A 5C2. FAX (519) 661-2187. Email: ELLIS@UWO.CA. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO - The Department of Anthropology. University of Western Ontario, invites applications for a probationary, tenure track full-time appointment in Sociocultural Anthropology at the Assistant Professor level. Theoretical and Geographic Specialization is open. Applicants must have the PhD and should have an active research and publication record and teaching experience. The current salary floor for assistant professor is \$40,093. Positions normally commence on July 1, 1994. Applicants must send a curriculum vitae and the names of three references, before January 31, 1994 to Dr. Christopher Ellis, Chair, Department of Anthropology, University of Western Ontario, London, Ontario N6A 5C2. FAX (519) 661-2187 or Email: ELLIS@UWO.CA. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada.

Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF ALBERTA - The Department of Anthropology. The University of Alberta, invites applications for a tenure-track position at the prior Assistant Professor level, subject to the availability of funding. We seek a linguistic anthropologist with a preference for a specialization in native northern North American languages. Areas of special interest might include language retention, language and culture, and applied linguistics. A completed PhD is required. The individual will be expected to teach core courses in linguistic anthropology, linguistic field methods, language acquisition and retention, as well as courses in the area of geographical specialization and in general anthropology. The effective date of appointment is preferably 1 January 1994, 1 July 1994 is negotiable. The current starting salary for this rank is \$40,035. Send curriculum vitae and names of three references to: Dr. Robert Lubell, Chair, Department of Anthropology, University of Alberta, Edmonton, AB, Canada T6G 2H4. The deadline for receipt of applications is 15 October 1993. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from all qualified persons, including persons with disabilities. Members of visible minorities and women.

TRENT UNIVERSITY - Anthropology Department. Subject to an anticipated increase in interest and enthusiasm for applications are invited for a tenure-track appointment at the Assistant Professor level, commencing July 1, 1994. The salary for this position will be dependent upon the qualifications of the successful applicant. Graduate level teaching experience, or the qualifications and willingness to teach at the M.A. level, along with attention to cultural anthropology, would be an asset. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. We encourage applications from all qualified persons, including persons with disabilities, and persons of visible minorities. Please send a curriculum vitae, a minimum of 3 letters of reference, description of research interests, and a sample of recent writing to Professor Joan Vasilev, Chair, Department of Anthropology, Trent University, Peterborough, Ontario, Canada K9J 7B8. Fax 705-769-1613. E-mail: ANTHRO@TRENTU.CA. Please provide telephone number and it, possible, e-mail address or FAX number. Deadline for receipt of applications is January 15, 1994.

ART HISTORY

NOVA SCOTIA COLLEGE OF ART AND DESIGN - Applicants are invited to apply for an initial three year appointment as a full-time Assistant or Associate Professor in the Art History Division of the Nova Scotia College of Art and Design. The survey and seminar courses in the History of Design and/or Crafts arts are one area of History, Theory or Criticism in the visual arts. Qualifications: Preference for those with PhD, but consideration given to applicants with appropriate degree and experience. Salary dependent on previous experience and salary grid. Starting date: January 1, 1994. Address letter of application, Curriculum Vitae and three references to: Scott MacDougall, Dean, Nova Scotia College of Art and Design, 5123 Duke Street, Halifax, Nova Scotia B3J 3J6.

AUTOIMMUNITY

THE JOHN P. ROBERTS RESEARCH INSTITUTE - THE UNIVERSITY OF WESTERN ONTARIO, LONDON, ONTARIO, CANADA. The John P. Roberts Research Institute is seeking applications for five positions of Research Scientist in the newly established Autoimmunity Group. Positions are available July 1, 1994, and appointments will be made on a renewable five year basis at a competitive salary. Establishment funds

will be available for the initial three years. Academic rank will be determined by cross-appointment in the appropriate University Hospital department (e.g., Microbiology, Immunology, Medicine), and applicants will have the opportunity to teach and supervise graduate students and research fellows. Candidates (PhD and/or M.D.) should be experienced in one or more of the following broad areas: autoimmunity, antigen processing and presentation, lymphocyte growth control and development, signal transduction, gene mapping and immunogenetics. Experience with transgenic and/or knockout animal models of disease is also desirable. Successful candidates are expected to establish independent research programs using genetic, molecular and cellular approaches to fundamental problems in autoimmune disease (e.g. diabetes, multiple sclerosis, rheumatoid arthritis). They will have opportunities to collaborate with members of other existing (Transplantation Immunology, Stroke and Aging, Heart and Circulation, Imaging Clinical Pharmacology, Clinical Trials) and to be established (Cell Surface Receptor Biology and Signal Transduction, Vaccine Development, Gene and Cell Therapy, Neurobiology) research groups at the Institute, as well as with members of relevant university and hospital departments. The John P. Roberts Institute, located on the very attractive campus setting of The University of Western Ontario, London, Ontario, is an autonomous, modern, medical research facility that provides the strong growth and commitment to basic and clinical research in Southwest Ontario. London has a population of 317,000, in the Great Lakes region, has easy access to several cities in Canada (Toronto and U.S.A., Detroit). The absence of urban congestion and pollution, and the mild climate makes it one of the most attractive and affordable communities in Canada, offering an arrangement for health and family environment. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Qualified candidates should forward a curriculum vitae, an outline of research interests and scientific goals, reports of key publications, and arrange for three letters of reference to be sent to: Dr. Terry L. Delovich, Director, Group on Autoimmunity, Western Scientist in Biotechnology, The John P. Roberts Research Institute, P.O. Box 5519, 1194, Dundas Drive, London, Ontario, Canada N6A 5S6.

BIOCHEMISTRY

UNIVERSITY OF ALBERTA - MRC Group in Protein Structure and Function, Faculty Position in Protein Chemistry. The Medical Research Council Group in Protein Structure and Function at the University of Alberta invites applications for membership in the Group and an associated Faculty position in the Department of Biochemistry. Applicants should have a strong background in protein chemistry and will be expected to develop a research project that will complement and contribute to the overall research efforts in the Group. Some research projects that will be undertaken include: chemistry and structure of contractile proteins of both muscle and non-muscle systems and the molecular mechanism by which calcium triggers contraction. Other projects include the relationships of calcium binding proteins, mechanosensitive studies of syntax and aspartyl proteases, and the role of lipases, holoenzymes, esterases and enzymes involved in fatty acid synthesis pathways, through the establishment of a very high resolution X-ray structure and protein phosphatases as intracellular targets for tumor promoting factors. Preference in the selection process will be given to those individuals who have a background in any of the following areas: computational techniques, molecular biological approaches to protein structure-function, spectroscopic approaches, or mass spectrometry of proteins. Appointments can be made at any level from Assistant to Full Professor depending upon the qualifications. Salary for Assistant Professor (Min. \$40,035), Associate Professor (Min. \$49,593), and Professor (Min. \$61,874). The MRC Group in Protein Structure and Function was established in 1973 and has undergone three successful renewals. The major techniques of protein chemistry are included in the armament used by the group members for the study of protein systems: hydrodynamic and spectroscopic methods, nuclear magnetic resonance spectroscopy, X-ray crystallography, solid phase synthesis of peptides, recombinant DNA technology and protein engineering. There is also a close association of the MRC Group with the Alberta

Academy of Excellence (PENG) which has complementary as well as unique facilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The deadline for the position is November 30. Applicants should forward curriculum vitae, list of publications and names of three references as soon as possible to: Professor Brian D. Sykes, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

McMASTER UNIVERSITY - Department of Biochemistry. X-ray Crystallographer. McMaster University is seeking a highly qualified scientist to the assistant or associate professor level (tenure track). The appointee is expected to develop an outstanding research program and to promote cooperative scientific interactions as well as to participate in undergraduate and graduate teaching. McMaster currently has state of the art, NMR and electron microscope facilities and a number of scientists working in the area of biomacromolecular structure and function at least three references (with chemistry, other strengths are in gene expression, protein targeting, molecular modelling, immunology, cell biology, and inflammation. Applicants should send a curriculum vitae, a summary of past and current research, a statement of future research plans and the names of at least three references (complete with phone and fax numbers). These should be submitted to: Dr. Gerald D. Brown, Professor and Chair, Department of Biochemistry, McMaster University, 1200 Main Street West, Hamilton, Ontario L8N 3Z5. Fax 416-522-9033. In accordance with Canadian Immigration policy, this advertisement is directed to Canadian citizens or landed immigrants. Appointments subject to MRC approval.

BIOLOGY

UNIVERSITY OF WINNIPEG - Chair of Forest Ecology. The Biology Department is pleased to announce the position of Chair of Forest Ecology which, subject to budgetary constraints, will commence January 1, 1994. The appointee will be at the Assistant Professor level, for the initial four years, funding for the position will be provided by both the Manitoba Model Forest and the University of Winnipeg. Applicants must have a PhD. The position will convert to a regular tenure-track appointment in the Department of Biology. Applicants must have a PhD (P.F.P. preferred and post-graduate experience is an asset) and should be experienced in Forest Ecology Ecology. The successful candidate will be expected to develop a research program based on the Manitoba Model Forest. Also, the appointee will be required to teach in our broadly based undergraduate program and will be expected to develop senior level courses in keeping with his/her expertise. The appointment will be made in accordance with Canadian Immigration requirements. Priority will be given to Canadian citizens and permanent residents of Canada. Salary commensurate with qualifications and experience. Deadline for applications is November 15, 1993. Applicants should send their curriculum vitae, reports of two representative publications, a short statement of research interests and arrange for three references to forward their comments to: Dr. William S. Evans, Chairman, Department of Biology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada R3B 2E9. Telephone: (204) 786-3662. Fax: (204) 786-1624.

BUSINESS

UNIVERSITY OF ALBERTA, Faculty of Business. Applications are invited for a full-time tenure-track position in management information systems at the assistant professor level. Salaries are competitive. Candidates should have a strong commitment to excellence in research and teaching. Competition closes October 31, 1993. Send resume to: Mr. Newson Chair, Department of Accounting and MIS, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

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CAUT BULLETIN ACPPU

Mechanical Engineering, bi-conduct high quality research in one or more of the following: Control, Automation, Computer Vision, and Robotics, or work closely with the Manufacturing Engineering Group to develop industrial research projects. The appointment is a joint one between the Electrical and Computer Engineering and Mechanical Engineering Departments and will be at the Assistant Professor level. Candidates should send a curriculum vitae and evidence to have at least four references who are able to comment on the candidate's experience and ability in research and teaching in the noted areas to their recommendations to Dr. K.M. Wong, Chairman, Department of Electrical and Computer Engineering, McMaster University, Hamilton, Ontario, L8S 4L7 Canada. McMaster University has an employment equity programme and encourages applications from all qualified candidates, including women, racial/ethnic people, people with disabilities and visible minorities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. This position is subject to final budget approval.

McGILL UNIVERSITY - Applications are invited for the position of Professor, Slating Research, for a period of one year, beginning as soon as the position is filled, at an annual salary of \$18,500. The successful candidate must have a PhD in Chemical Engineering with experience in the development and use of computer based process control systems, and have experience in research on drying papers. The closing date for receipt of applications is October 31, 1993. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Submit applications with curriculum vitae to the Douglas, Chem. Eng. Dept., McGill University, 3480 University, Montreal H3A 2A7.

UNIVERSITY OF NEW BRUNSWICK - Mechanical Engineering. Applications are invited for a tenure-track position at the Assistant Professor level. The department is looking for research expertise in manufacturing or mechanics of materials. Candidates should have completed a PhD degree, be eligible for registration as a Professional Engineer in the Province of New Brunswick, and have demonstrated teaching and research. Applicants with a curriculum vitae and the names of three referees should send to: Dr. H.G. Davies, Chair, Department of Mechanical Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. Preference will be given to Canadian citizens and permanent residents of Canada. This position is subject to budgetary approval by the University. The University of New Brunswick is committed to the principle of employment equity.

CONCORDIA UNIVERSITY. The Department of Civil Engineering invites applications for a tenure-track position at the Assistant Professor level in the field of Mechanical Engineering. Applicants must possess a PhD in Civil Engineering with specialization and a proven research record in biological processes, environmental chemistry, biochemistry or environmental management and control. Industrial experience is an important asset. The successful candidate is expected to participate in the development of the environmental engineering laboratory, establish a significant research program, supervise M.Eng. and PhD students and coordinate high quality teaching of graduate and undergraduate courses. Membership, or eligibility for membership, in a Canadian professional engineering association is required. Applicants should send a curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees to: Professor G.A. Pekau, Chair, Department of Civil Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Québec, Canada H3G 1M6. The position is available now and applications will be accepted until it is filled. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. All things being equal, the successful candidate shall be given priority.

UNIVERSITY OF WATERLOO - The Department of Electrical and Computer Engineering at the University of Waterloo is seeking candidates for a tenure-track tenure faculty position. Applications are invited in the areas of communications, digital circuits or systems, computer software systems and software engineering, semiconductor devices (including optoelectronic devices and integrated circuits), and power systems (transmission, distribution and utilization). The department also invites applications for tenure-track appointments in information technology with preference given to persons specializing in computer networks and communications, and microelectronics. The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill this vacancy with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. R.H. MacPhee, Chair, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, and visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds.

ENGLISH Subject to budgetary approval, the Department of English will make a tenure-track appointment at the Assistant Professor, slating December 1 September 1994, in the area of Victorian Fiction. We are especially interested in candidates with a strong background in the novel and/or other forms of writing in the nineteenth century. Completed PhD required, teaching experience and publications desirable. Applications including curriculum vitae, three referees and letters of reference should be sent by December 1993 to Leonard Leiberman, Chair, Department of English, McGill University, 353 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2T6. This advertisement is directed to the first instance to Canadian citizens and permanent residents. McGill University is committed to employment equity.

THE UNIVERSITY OF NEW BRUNSWICK - The Department of English at the University of New Brunswick invites applications for a probationary tenure-track appointment at the rank of Assistant Professor, effective 1 July 1994 and subsequent years. The successful candidate must hold the PhD and must have a Renaissance Literature as their primary area of expertise. Preference will be given to those with a particular interest in Shakespeare. Interested individuals should send their resumes to send confidential letters and should themselves forward a curriculum vitae, a detailed curriculum vitae, and a transcript of academic record to Dr. Roger Plouffe, Acting Chair, Department of English, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 5A3. The deadline for applications is 30 November 1993. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to the principle of employment equity. Applications from women are encouraged.

ENVIRONMENTAL STUDIES YORK UNIVERSITY, Faculty of Environmental Studies. Three tenure-stream appointments at the assistant professor level, effective July 1, 1994, subject to budgetary approval. In the following areas: environmental policy and assessment, the global environment and development, and environmental education/industrial pedagogy. The Faculty seeks a broad definition of "environmental studies," including cultural, rural, social and organizational environments. The successful applicants will be expected to lead and advise students at the undergraduate and graduate levels and will have demonstrated ability in practice and theory in their areas of expertise. Applicants should hold a PhD degree in a relevant field or have equivalent work experience. The successful candidate must have appropriate use of microcomputers in their areas of expertise as well as demonstrated teaching and university teaching experience. The Faculty expects applicants to demonstrate enthusiasm for and competence in advising students in a highly individualized program, to explore the relationships between education, research, and collegial collaboration therein, and explicit commitment to excellence in the relationships underlying nature and society in their research and teaching. Letters of application should address the stated Faculty approach and focus, and should include a CV and the names of three referees (in order of the applicant's academic and professional work). Applicants should indicate the positions being applied for. Applications to be received by November 1, 1993, should be sent to: David J.J. Bell, Dean, Faculty of Environmental Studies, York University, North York, Ont. M3J 1P3. The University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

EPIDEMIOLGY The Department of Community Health and Epidemiology at Queen's University is seeking an individual with a PhD in Epidemiology (or equivalent) for a tenure-track position at the Assistant Professor level. The ideal candidate will have a personal interest and experience in some area of population based or public health research, plus strong interests in methodology, statistical level graduate teaching, and collaborative research. The position is available July 1, 1994. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities. Please reply in writing, including three letters of reference to: Dr. Joseph Paier, Professor and Head, Department of Community Health and Epidemiology, Queen's University, Kingston, Ontario K7L 3N6. Deadline for application is November 15, 1993.

FILM STUDIES QUEEN'S UNIVERSITY. The Department of Film Studies intends to make two non-renewable (term) appointments at the Assistant Professor rank, effective July 1, 1994. The successful candidate should have a PhD in Film Studies or a related field. Candidates should have a PhD in hand, or be in the final stages of completion. They should demonstrate substantial scholarly achievement or show evidence of exceptional promise in some of the following areas: film and women's studies, film theory and criticism, film genres, media and cultural studies. University teaching would be a strong asset. A letter of application with curriculum vitae and the names of three referees should be sent to: Peter Baxter, Head, Department of Film Studies, Queen's University, Kingston, Ontario, Canada K7L 3N6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities, and visible minorities. Queen's University is willing to help the spouse of a new appointee to seek suitable employment. Closing date: November 15, 1993.

FISHERIES CENTRE UNIVERSITY OF BRITISH COLUMBIA - Fisheries Centre. Two Tenure-track Assistant Professorships. Applications are invited for two tenure-track Assistant Professorships in the Fisheries Centre of the University of British Columbia, Vancouver, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The Fisheries Centre is a new multi-disciplinary research unit located in the Faculty of Graduate Studies. The Fisheries Centre aims to focus on all aspects of the assessment and management of fisheries world-wide. A doctorate in a related field, research promise, and strong teaching ability are required for both positions. Preference will be given to applicants who possess a broad range of skills and experience that will enable them to develop cooperative work with other members of the Fisheries Centre. UBC encourages all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities and appointments will be considered on the basis of higher ranks of Associate or Full Professor for such applicants with suitable qualifications. Applications with names of three referees should be sent to the Director, Professor Tony J. Pitcher, Fisheries Centre, The University of British Columbia, 2204 Main Mall, Vancouver V6T 1Z4, Canada. Fax to: (604) 682-6936. The closing date for applications is 31 December 1993. (Note: These positions are subject to final budgetary approval.)

Department of Accounting & Finance School of Commerce & Economics and Graduate School of Business Vacancy UAC.344 The Department of Accounting & Finance is one of the largest in the University with an establishment of 38 academic positions. Teaching and research span all areas of financial and management accounting and finance. Courses are offered at undergraduate and graduate levels and within the Graduate School of Business with a BCom Honours class commencing in 1994. In addition the department provides supervision for Masters and PhD candidates researching a wide variety of topics. The University is seeking to make appointments at the Associate-Professorship, Senior Lectureship and Lectureship levels who are able to contribute vigorously to the teaching and research programmes of the Department. Applicants for positions should have a higher degree together with either a successful record of teaching and research or with appropriate professional experience. Commencing salary will be established within the range NZ\$37,440 - NZ\$49,088 per annum for Lecturers; NZ\$52,000 - NZ\$67,080 per annum for Senior Lecturers; NZ\$69,680 - NZ\$75,920 per annum for Associate-Professors. Closing date: 5 November 1993.

THE UNIVERSITY OF AUCKLAND - NEW ZEALAND
ASSOCIATE-PROFESSORSHIP IN INFORMATION SYSTEMS AND MANAGEMENT TEACHING TECHNOLOGY
Department of Management Science & Information Systems, School of Commerce & Economics and Graduate School of Business
Vacancy UAC.343 The Department of Management and Information Systems is one of the six Departments in the School of Commerce and Economics. Its responsibilities include teaching and research in Management Science and Information Systems and the coordination of courses in quantitative methods offered within the School. Unifying themes are computing and modelling. The main areas of applications are operations management, management science, the development of information systems, information and database modelling, and decision support systems. One of the developing interests is the application of multi-media and hyper-media in information systems. Applicants must have a doctorate in a relevant subject. Preferred areas of specialisation are multi and hyper-media, user interface design, and the use of information technology in teaching. Teaching and research experiences in the areas of specialisation are essential. Evidence of research output is required. The proposed Management Teaching Technology Unit has as objectives: (1) to develop the capabilities of the faculty in the use of teaching technologies, (2) to demonstrate improved efficiency in the School's teaching programme through the use of teaching technologies, and (3) to demonstrate the effectiveness of teaching technologies in our programmes. The appointee will be responsible for the development of staffing and other resources to support the unit. Commencing salary will be established within the range NZ\$69,680 - NZ\$75,920 per annum. Closing date: 5 November 1993.

SENIOR LECTURESHIP IN MUSCULO SKELETAL REHABILITATION
Limited Term - 3 Years
Vacancy UAC.342 This position is jointly sponsored by the University of Auckland and the Accident Rehabilitation and Compensation Insurance Corporation. The term of appointment is for three years from the date of commencement in the first instance and the appointee will be based at the Division of Clinical Sciences in the South Auckland Crown Health Enterprise (Middlemore Hospital). Candidates must hold a medical qualification registrable in New Zealand together with a recognised postgraduate qualification. Candidates should have some experience in teaching undergraduate and postgraduate medical students. They must have demonstrated an ability to undertake research and will be expected to pursue research activities. Clinical duties of 3/10 will be required. Commencing salary will be established within the range NZ\$67,808 - NZ\$87,568 per annum. Closing date: 12 November 1993.

ASSOCIATE-PROFESSORSHIP & TWO LECTURESHIPS/SENIOR LECTURESHIPS IN FINANCIAL ACCOUNTING OR MANAGEMENT ACCOUNTING
Department of Accounting & Finance School of Commerce & Economics and Graduate School of Business
Vacancy UAC.344 The Department of Accounting & Finance is one of the largest in the University with an establishment of 38 academic positions. Teaching and research span all areas of financial and management accounting and finance. Courses are offered at undergraduate and graduate levels and within the Graduate School of Business with a BCom Honours class commencing in 1994. In addition the department provides supervision for Masters and PhD candidates researching a wide variety of topics. The University is seeking to make appointments at the Associate-Professorship, Senior Lectureship and Lectureship levels who are able to contribute vigorously to the teaching and research programmes of the Department. Applicants for positions should have a higher degree together with either a successful record of teaching and research or with appropriate professional experience. Commencing salary will be established within the range NZ\$37,440 - NZ\$49,088 per annum for Lecturers; NZ\$52,000 - NZ\$67,080 per annum for Senior Lecturers; NZ\$69,680 - NZ\$75,920 per annum for Associate-Professors. Closing date: 5 November 1993.

LECTURESHIP IN MUSIC
Department of Music, School of Music
Vacancy UAC.345 Applicants should be qualified to contribute at undergraduate and graduate level to the academic teaching programmes in the School of Music, with particular emphasis on the area of Western Music Theory and Analysis. The successful candidate will also be expected to contribute to the teaching of areas such as Musicianship, Harmony and Counterpoint. Expertise in choral conducting would be an advantage. Commencing salary will be established within the range NZ\$37,440 - NZ\$49,088 per annum. Closing date: 1 November 1993.

Conditions and Procedures for All Vacancies
Further information, Conditions of Appointment and Method of Application, should be obtained from the Academic Appointments Office, University of Auckland, Private Bag 92019, Auckland, New Zealand, phone (64) 9 373-7499, ext 5097 or 5789, fax (64) 9 373-7454. Three copies of applications should be forwarded to reach the Registrar by the closing date specified. Please quote the relevant Vacancy Number in all correspondence. W.B. NICOLL, REGISTRAR
The University has an EEO policy and welcomes applications from all qualified persons

L'Université de Moncton sollicite des candidatures au poste de

Professeure ou professeur en génie industriel

(poste régulier menant à la permanence)

Afin d'enseigner et de faire de la recherche aux premier et deuxième cycles, vous devez posséder un doctorat ou l'équivalent. Même si la préférence sera accordée aux personnes ayant une formation en génie industriel avec spécialité en ergonomie ou productive, toute autre formation pertinente pourra être considérée. La maîtrise du français tant oral qu'écrit est essentielle.

L'entrée en fonction aura lieu le 1^{er} janvier 1994.

Au moment de son engagement, la professeure ou le professeur se verra attribuer un des rangs professoraux définis dans la convention collective. Le rang professoral et le traitement sont établis selon la formation et l'expérience.

Les candidatures seront étudiées dès leur réception et se feront l'ordre d'arrivée. Toute candidature doit comporter un curriculum vitae détaillé ainsi que les noms et adresses de trois répondants ou répondantes et parvenir au plus tard le 31 octobre 1993 au directeur des affaires professorales, Centre universitaire de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9. Téléphone : (508) 858-4276; télécopieur : (508) 858-4550

UNIVERSITÉ DE MONCTON

Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents seulement.



THE UNIVERSITY OF AUCKLAND NEW ZEALAND CHAIR IN APPLIED ENVIRONMENT CHEMISTRY

Division of Science and
Technology, Tamaki Campus
Vacancy UAC.331

The appointment arises because of the expansion of chemistry on the University's new Tamaki Campus.

The campus is planned to have 3,000 students by 1995 and ultimately approximately 7,000 students. The university seeks to appoint an outstanding academic who will provide leadership in the development of chemistry courses and research in the new campus. Current courses taught there include a BSc in Environmental Management and present and planned courses provide the chemistry component of the degree. Other themes will be developed along with expansion of existing courses from the city to the Tamaki Campus.

The appointment in the Department of Chemistry is as part of the Science and Technology Division of the Tamaki Campus. The Professor's primary teaching and administrative commitments will be at the Tamaki Campus but the appointee will have full access to the departmental facilities on the City Campus and, in particular, to teaching at advanced level and to research facilities. Research and research facilities will be developed at Tamaki in close cooperation with those in the city.

Applicants must be well qualified with a high level of achievement in research and potential or proven leadership qualities in teaching and administration, in areas of applied chemistry. The university is particularly interested in environmental chemistry but will consider outstanding candidates in other areas of chemistry congruent with developments on the Tamaki Campus.

Commencing salary will be established within the range \$NZ\$80,080 - \$NZ\$99,840 per annum.

Closing date: 1 November 1993.

CHAIR IN INDUSTRIAL & APPLIED MATHEMATICS

Division of Science and
Technology, Tamaki Campus
Vacancy UAC.313

The Tamaki Campus is a new campus of the University of Auckland system and was established in 1991. The Division of Science was established in 1993 but Mathematics and Statistics have been associated with the Campus since its establishment and there are currently seven established tenured posts in these areas of the Campus. Special developments either under way or planned for the near future include Industrial Mathematics, Information Technology, International Business, Environmental Management and Sports Science.

This Foundation Chair will be filled by someone with a proven research record in applied or industrial mathematics, statistics, operations research or mathematical modelling, or in a field closely related to these, preferably with links to one or more of the special areas already referred to. Advanced computational skills are also important. We require someone to lead the growing group of mathematical scientists on the Campus; but the group is not yet a stand-alone group so there is significant cooperation with the City Campus. The appointee will also be able to demonstrate expertise in industrial collaboration and the attraction of external funding.

Applicants must have advanced qualifications and an international scientific reputation in applied or industrial mathematics, statistics, operations research or mathematical modelling, or in a field closely related to these, preferably with links to one or more of the special areas being developed at Tamaki, viz Industrial Mathematics, Information Technology, International Business, Environmental Management and Sports Medicine.

Commencing salary will be established within the range \$NZ\$80,080 - \$NZ\$99,840 per annum.

Closing date: 1 November 1993.

Conditions & Procedures for Both Vacancies

Further information, Conditions of Appointment and Method of Application, should be obtained from the Academic Appointments Office, University of Auckland, Private Bag 92019, Auckland, New Zealand, telephone (64) 9 373-7999, ext 5009, fax (64) 9 373-7454. Three copies of applications should be forwarded to reach the Registrar by the closing date specified.

Please quote relevant Vacancy Number in all correspondence.

W B NICOLL, REGISTRAR

The University has an EEO policy and welcomes applications from all qualified persons

PHYSICAL EDUCATION

TRINITY WESTERN UNIVERSITY - Physical Education. Tenure-track position for the Chair of the Physical Education Department. M.A. or M.Sc. essential. PhD either completed or near completion is preferred. Applicants should have demonstrable administrative and leadership abilities. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. C.V.'s and letters of reference should be addressed to Dr. Harold Faw, Acting Assistant Dean, Faculty of Science and Education, Trinity Western University, 7600 Glover Road, Langley, B.C. V3A 6H4 (604) 885-7511. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents.

PHYSICAL THERAPY

UNIVERSITY OF ALBERTA - Department of Physical Therapy. Applications are invited for three (3) full-time tenure-track positions in the Department of Physical Therapy at the University of Alberta for July 1, 1994, or earlier if suitable candidates are found. Candidates must possess a PhD degree. A background in physical therapy is preferred, but other

areas will be considered. Responsibilities may include undergraduate and graduate teaching, research, clinical practice, and/or administrative duties. Successful candidates will be commensurate with qualifications. Assistant Professor range: \$40,035 to \$57,000 per annum. The Faculty of Rehabilitation Medicine offers BSc and MSc degrees in Physical Therapy and a PhD in Rehabilitation Science. The Faculty is housed in a newly renovated and refurbished facility providing excellent resources for teaching and research. The deadline for receipt of applications is December 31, 1993. Qualified applicants should send a curriculum vitae, a statement of teaching and research interests, and the names of three (3) referees to: Dr. Jim Vento, Acting Dean, Faculty of Rehabilitation Medicine, 3-48 Corbett Hall, University of Alberta, Edmonton, Alberta, Canada T6G 2G4. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

PSYCHIATRY

OLAHOUSE UNIVERSITY - Head of Department, Psychiatry. Olahouse University is seeking an individual with a strong record of accomplishments in clinical activities, education, administration

and research to provide leadership for its Department of Psychiatry. This is a full-time university position with responsibility for the administration and development of clinical, teaching and research programs in the department and its affiliated teaching hospitals. Olahouse University is an Employer Equity/Affirmative Action institution. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities in accordance with Canadian immigration regulations. This advertisement is directed to Canadian citizens and permanent residents. Send applications with an up-to-date curriculum vitae and the names of three referees to: Dr. R. Purdy, Chair, Psychiatry Search Committee, c/o Olahouse University, Faculty of Medicine, 15th Floor, Sir Charles Tupper Medical Building, 1000 - 10th Avenue, Saskatoon, Saskatchewan S4N 4A7.

PSYCHOLOGY

ALGOMA UNIVERSITY - The Department of Psychology at Algoma University invites applications for a position at the lecturer level for the period January 1, 1994 to August 31, 1994. Candidates should be able to teach a laboratory course in Human Learning and Memory and also a research seminar. The position is in the Department of Psychology, Introductory and Advanced level. This is a tenure-track position with a strong reputation for quality teaching, and the successful candidate should be prepared to make excellent in teaching a priority. In conformance with Immigration Canada requirements, priority will be given to Canadian citizens and permanent residents. Algoma University encourages applications from qualified women, members of visible minorities, native peoples, and persons with disabilities. The position is subject to final budgetary approval. Applicants should send a curriculum vitae, statement of teaching experience and goals, and three letters of recommendation to Dean J. Gibson, Algoma University, 1520 Queen Street East, Sault Ste Marie, Ontario P6A 2G4. The position may be filled as soon as a qualified applicant is found.

ALGOMA UNIVERSITY - The Department of Psychology at Algoma University invites applications for a tenure-track position at the Assistant Professor level beginning July 1, 1994. Candidates should have expertise in Experimental or Clinical Psychology as well as Experimental or Clinical Psychology. This small department has a strong reputation for quality teaching, and the successful candidate should be prepared to make excellent in teaching a priority. Special consideration will be given to candidates with a mixture of research and teaching experience, a strong commitment to undergraduate teaching and the potential for interactions with colleagues. The appointment is subject to final budgetary approval. In conformance with Immigration Canada requirements, priority will be given to Canadian citizens and permanent residents. Algoma University encourages applications from qualified women, members of visible minorities, native peoples, and persons with disabilities. Applicants should send a curriculum vitae, statement of teaching experience and goals, and three letters of recommendation to Dean J. Gibson, Algoma University, 1520 Queen Street East, Sault Ste Marie, Ontario P6A 2G4. The position may be filled as soon as a qualified applicant is found.

UNIVERSITY OF MANITOBA - The Department of Psychology at the University of Manitoba invites applications for a full-time tenure-track position at the Assistant Professor level in Clinical Psychology. The appointment will begin on January 1, 1994 and will end on June 30, 1996. The successful candidate must have a PhD (or be near completion) by the time of appointment and have demonstrated competence in teaching, research, and clinical practice. The 1992-93 salary for Assistant Professors is \$34,882 (subject to review). Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. The University provides a smoke-free work environment, save for specially designated areas. Application curriculum vitae, and three letters of reference should be sent to: Dr. Bruce Teit, Head, Department of Psychology, 740 Quill Robin Building, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N6. Applications will be received until November 1, 1993. This advertisement is directed to Canadian citizens and permanent residents.

MCGILL UNIVERSITY - The Department of Psychology of McGill University is seeking to fill a tenure-track position at the Assistant Professor level in Clinical Psychology. Deadline for receipt of completed applications is December 1, 1993. Although the appointment will be published, the anticipated starting date of the appointment is September 1, 1994. The program in clinical psychology is strongly committed to the scientist-practitioner model and a demonstrated excellence in scholarly and clinical activities is required. A statement of interests, curriculum vitae, selected reprints, three letters of recommendation and other relevant materials should be sent to: Stuart O. O'Connor, PhD, Director of Clinical Training, Department of Psychology, McGill University, 1205 Avenue Penikese, Montreal, Quebec, Canada H3A 1B1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

RELIGION

CONCORDIA UNIVERSITY - The Department of Religion invites applications for an endowed Chair in Hindu Studies. The position is a full-time, tenure-track position to examine doctoral candidates for BSc and MSc degrees. The appointment will commence on June 1, 1994. Candidates should have a PhD in the field of Hindu Studies. There should be expertise in Hindu Philosophy with some experience in comparative religion and the social scientific study of religion. The candidate is expected to contribute to the intellectual and cultural life of the Montreal Hindu community. The search will continue until the position is filled. Submit CV and letters of recommendation to Michel Ouellet, Chair, Department of Religion, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M6. (Phone: 514 343-7221) December 1, 1993. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. All things being equal, women candidates shall be given priority.

RELIGIOUS STUDIES

MCGILL UNIVERSITY - The Faculty of Religious Studies, McGill University invites applications for a tenure-track appointment in Japanese Religion. Teaching responsibilities will include Buddhism, Shinto, and New Religious Movements. An ability to teach Chinese religions is an asset. This appointment is at the Assistant Professor level and will begin June 1, 1994 (or later). Candidates must hold the PhD and demonstrate a strong research potential. Salary will be commensurate with qualifications and experience (minimum salary for rank is \$40,800). In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Closing date for receipt of applications is December 1, 1993. Applications, including a complete dossier and at least three letters of reference received directly from the referees, should be forwarded to Dean Dennis Rynall, Faculty of Religious Studies, McGill University, 3520 University St., Montreal, P.Q. H3A 2R4.

TRINITY WESTERN UNIVERSITY is seeking an Associate Professor in Religious Studies. Must be able to teach OT and NT introductory courses; graduate-level courses in NT and direct research in a proposed academic press. The candidate must have a minimum of five years of full-time teaching experience, a substantial publishing record, and experience in academic publishing and editing. Although the appointment will be in the University's Department of Biblical Studies, there will be significant interaction with the University's affiliated seminaries. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. C.V.'s and letters of reference should be addressed to: Dr. Elise Holmes, Acting Assistant Dean, Faculty of Arts and Religious Studies, Trinity Western University, 7600 Glover Road, Langley, B.C. V3A 6H4 (604) 885-7511. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents.

THE CAMARGO FOUNDATION FELLOWSHIP PROGRAM

The Foundation maintains a center in Cassis, France for the benefit of scholars and creative artists who wish to pursue studies in the humanities related to French and francophone cultures. The Foundation offers, at no cost, eleven furnished apartments, a reference library, an artist's studio, a composer's studio, and a photographer's darkroom. The Camargo award is strictly a residential grant, therefore, no stipends are available. The normal term of residence is one semester (either September to mid-December or mid-January to May 31st), precise dates being announced each year. Applicants may include university and college faculty who intend to pursue special studies while on leave from their institutions; secondary school teachers benefiting from a leave of absence in order to work on some pedagogical or scholarly project; graduate students whose academic residence and general examination requirements have been met and for whom a stay in France would be beneficial in completing the dissertation; writers, photographers, visual artists, and composers with specific projects to complete. Because of the limited number of studios, only one artist, one photographer, and one composer can be accepted each semester. Applicants from all countries are welcome.

Application deadline is March 1 for the following academic year.

For informational brochure and application form write to:

The Camargo Foundation
Jane M. Vignani
64 Main Street
P.O. Box 32
East Haddam, CT 06423

THE UNIVERSITY OF QUEENSLAND

Equal opportunity in employment is University policy

Chair in Geographical Sciences and Planning
Department of Geographical Sciences
and Planning, Brisbane, Australia

The Chair is a new position following a recent external review. The successful appointee will assume the Headship.

The University of Queensland is the oldest and largest within the State and among the largest in Australia employing 1,500 academic staff. About 22,000 students are enrolled for 3,000 subjects through 63 academic departments.

The Department offers undergraduate and honours degrees in geography and regional and town planning; postgraduate coursework in Remote Sensing, Geographical Information Systems, Planning (Third World), Urban and Regional Planning, Social Science and Regional Science; and research Masters in Regional and Town Planning, Surveying and Mapping Science and in Arts, Science and Economics. Doctoral study (25 students) is fostered within specialist research areas.

In 1994, Geographical Sciences and Planning will have 16 full-time academics and 7 support staff. Research is in the areas of spatial information systems, urban and regional analysis and environmental and resources management. The Department is a foundation member of the federally funded Australian Key Centre in Land Information Studies. Two internal research units are hosted, the Applied Climate Research and Unit and Applied Population Research Unit.

Applicants should have a proven capacity for academic leadership, a demonstrably broad knowledge of Geographical Sciences and Planning and distinguished research and scholarship. A team orientation is essential. Eligibility for membership of a professional planning institute would be an advantage.

Salary: \$AUD\$77,900 per annum. Superannuation benefits apply. Relocation assistance available.

Details: Dr. David Wadley, Head of Department, phone: +61 7 365-6536, fax: +61 7 365-6899 or EMAIL: QAGEGSC@UQADM.CC.UQ.QLD.AU.

Original plus 3 copies of an application, resume and names of referees quoting Reference No. 36793 to The Director, Personnel Services, The University of Queensland, Qld. 4072, Australia.

Closing: 3 December, 1993.



Shastri

INDO-CANADIAN INSTITUTE

Women-in-Development
Faculty Fellowships

The Shastri Indo-Canadian Institute will award two fellowships to established Canadian scholars in the humanities or the social sciences for research and related activities in India to be undertaken over a four-month period in the academic year 1994-1995. The value of the fellowship includes round-trip airfare between Canada and India, up to \$1,000 for research-related travel within India, and up to \$1,365 p.m. for living expenses. Fellowship awards are subject to approval by the Government of India.

Eligibility: Applicants must i) be Canadian citizens or landed immigrants, ii) hold a full or part-time appointment in a Canadian institution of higher education, and iii) have an established record of teaching and/or research in the field of Women-in-Development.

Application Procedure: Applicants should ensure that the following materials reach the address given below by 31 January 1994: i) a covering letter, ii) a copy of the candidate's curriculum vitae, iii) proof of citizenship or landed immigrant status, iv) a research proposal not exceeding 3,000 words describing the research and related work to be undertaken in India and its expected developmental as well as academic benefits, v) an abstract of the proposal no longer than 250 words, and vi) a self-addressed envelope.

Applications should be sent to: Executive Director, Shastri Indo-Canadian Institute, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4.

High on our list of support Universities for the 1993 season were University of British Columbia, University of Alberta, University of Calgary, University of Regina, University of Saskatchewan, University of Manitoba, University of Winnipeg, Brandon University, York University, University of New Brunswick, Mount Allison University, Memorial University of Newfoundland, University of Prince Edward Island. Our sincere thanks. We are most grateful for your calls and facsimiles.

KEEP US BUSY, WE ARE HAPPY TO SERVE YOU.



1951-1993

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TRAVEL**

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	Calgary/Edmonton	From: \$ 969.00
	Vancouver	From: \$ 1009.00
PARIS	Montreal/Toronto	From: \$ 869.00
	Winnipeg	From: \$ 1039.00
	Calgary/Edmonton	From: \$ 1139.00
	Vancouver	From: \$ 1199.00
FRANKFURT	Montreal/Ottawa/Toronto	From: \$ 959.00
	Winnipeg	From: \$ 1129.00
	Calgary/Edmonton	From: \$ 1239.00
	Vancouver	From: \$ 1289.00
STOCKHOLM	Montreal/Toronto	From: \$ 1099.00
	Vancouver	From: \$ 1429.00
COPENHAGEN AND OSLO	Montreal/Toronto	From: \$ 1029.00
	Vancouver	From: \$ 1359.00
AMSTERDAM	Montreal/Toronto	From: \$ 869.00
	Vancouver	From: \$ 1199.00

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NOTE TO CAUT MEMBERS: THE ABOVE SABBATICAL FARES ARE ONLY AVAILABLE THROUGH FINLAY TRAVEL IN TORONTO. WE CANNOT ACCEPT CALLS FROM INTERMEDIARIES MEMBER MUST DEAL DIRECTLY WITH THIS AGENCY

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	Halifax	From: \$ 1135.00
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	Winnipeg/Thunder Bay	From: \$ 1036.00
	Toronto	From: \$ 1086.00
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	Halifax	From: \$ 1216.00

Ask about our fares to other destinations in Asia

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	Winnipeg	From: \$ 1750.00
	Toronto/Ottawa/Montreal	From: \$ 1680.00
	Halifax	From: \$ 1900.00
SYDNEY/MELBOURNE/BRISBANE or CAIRNS	Vancouver	From: \$ 1597.00
	Calgary/Edmonton	From: \$ 1755.00
	Regina/Saskatoon	From: \$ 1840.00
	Winnipeg	From: \$ 1870.00
	Toronto/Ottawa/Montreal	From: \$ 1790.00
	Halifax	From: \$ 2010.00

Africa

TO	FROM	
ABIDJAN	Halifax	From: \$ 1814.00
	Montreal/Toronto	From: \$ 1483.00
	Winnipeg	From: \$ 1782.00
	Calgary/Edmonton	From: \$ 1982.00
	Vancouver	From: \$ 1902.00
HARARE/JOHANNESBURG	Halifax	From: \$ 1861.00
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	Winnipeg	From: \$ 1829.00
	Calgary/Edmonton	From: \$ 1929.00
	Vancouver	From: \$ 1949.00

* BOOKING CONDITIONS & RESTRICTIONS APPLY • AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME • Not included: Canadian Transportation Tax CA\$40.00 and local Taxes where applicable E & O E 09/93

South Pacific

TO	FROM	
SYDNEY or MELBOURNE or BRISBANE or CAIRNS	Vancouver	From: \$ 1286.00
	Calgary/Edmonton	From: \$ 1437.00
	Regina/Saskatoon	From: \$ 1538.00
	Winnipeg	From: \$ 1568.00
	Toronto/Ottawa/Montreal	From: \$ 1474.00
	Halifax/Moncton/Fredericton	From: \$ 1727.00
AUCKLAND	Vancouver	From: \$ 1187.00
	Calgary/Edmonton	From: \$ 1337.00
	Regina/Saskatoon	From: \$ 1417.00
	Winnipeg	From: \$ 1437.00
	Toronto/Ottawa/Montreal	From: \$ 1367.00
	Halifax/Moncton/Fredericton	From: \$ 1587.00

* BASED ON LOW SEASON AIRFARES • BOOKING CONDITIONS & RESTRICTIONS APPLY • AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME • Not included: Canadian Transportation Tax CA\$40.00 and local Taxes E & O E 09/93

Air Fares to Europe VALID UP TO 60 DAYS

TO	FROM	
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	Winnipeg	From: \$ 579.00
	Calgary/Edmonton	From: \$ 676.00
	Vancouver	From: \$ 676.00
PARIS	Halifax	From: \$ 599.00
	Montreal	From: \$ 551.00
	Toronto	From: \$ 551.00
	Winnipeg	From: \$ 735.00
	Calgary/Edmonton/Vancouver	From: \$ 793.00
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	Winnipeg	From: \$ 773.00
	Calgary/Edmonton/Vancouver	From: \$ 803.00

Lower Fares!

OTHER LOW FARES AVAILABLE TO MOST DESTINATIONS IN EUROPE • ASK US! • BOOKING CONDITIONS & RESTRICTIONS APPLY • AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME • Not included: Canadian Transportation Tax CA\$40.00 and local Taxes where applicable E & O E 09/93

OTHER LOW FARES AVAILABLE TO MOST DESTINATIONS IN EUROPE *Ask us*

Oriental Getaways

TO	FROM	
BANGKOK	Vancouver	From: \$ 1292.00
	Calgary/Edmonton	From: \$ 1424.00
	Regina/Saskatoon/Winnipeg/Thunder Bay/Toronto	From: \$ 1456.00
	Montreal/Ottawa	From: \$ 1487.00
	Halifax/Fredericton/Moncton/St. John's	From: \$ 1636.00
SINGAPORE/PENANG/KUALA LUMPUR	Vancouver	From: \$ 1352.00
	Calgary/Edmonton	From: \$ 1524.00
	Regina/Saskatoon/Winnipeg/Toronto	From: \$ 1646.00
	Montreal/Ottawa	From: \$ 1679.00
	Halifax/Fredericton/Moncton/St. John's	From: \$ 1706.00

* BOOKING CONDITIONS & RESTRICTIONS APPLY • AIR FARES ARE SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME • Not included: Canadian Transportation Tax CA\$40.00 and local Taxes where applicable • Slightly lower fares are available for passengers from the Toronto/Montreal and Vancouver area • Routings are restrictive and for some itineraries an overnight at the Asian gateway may be required E & O E 09/93

Africa

TO	FROM	
JOHANNESBURG/NAIROBI/LAGOS	Halifax	From: \$ 1662.00
	Toronto	From: \$ 1331.00
	Winnipeg	From: \$ 1630.00
	Calgary/Edmonton	From: \$ 1730.00
	Vancouver	From: \$ 1750.00
DAR ES SALAAM/KILIMANJARO	Vancouver/Calgary	From: \$ 1932.00
	Edmonton	From: \$ 2005.00
	Winnipeg	From: \$ 1905.00
	Toronto	From: \$ 1606.00
	Halifax	From: \$ 1913.00

* BOOKING CONDITIONS & RESTRICTIONS APPLY • AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME • Not included: Canadian Transportation Tax CA\$40.00 and local Taxes where applicable E & O E 09/93

Random Selected Cross Canada Fares

Vancouver - Toronto	From \$377.00	Thunder Bay - Ottawa	From \$332.00
Calgary - Ottawa	From \$426.00	Toronto - Edmonton	From \$368.00
Edmonton - Winnipeg	From \$261.00	Ottawa - Vancouver	From \$436.00
Regina - Toronto	From \$354.00	Montreal - Victoria	From \$488.00
Saskatoon - Montreal	From \$394.00	Halifax - Edmonton	From \$609.00
Winnipeg - Halifax	From \$493.00	St. John's - Toronto	From \$271.00

BASED ON AUTUMN AIR FARES • ADVANCE BOOKING 21 DAYS • NON-REFUNDABLE • NO CHANGES • ENQUIRE ON OTHER VALUE AIR FARES TO AND FROM OTHER CANADIAN DESTINATIONS ALSO TO U.S. DESTINATION • AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME • Not included: Canadian Transportation and GST Taxes • CHARTER FARES ARE AVAILABLE TO CERTAIN CANADIAN CITIES E & O E 09/93

CAUT/ACPPU WORKSHOPS-COMMITTEE MEETINGS CONFERENCES-CONSORTIUMS

A number of meetings are scheduled during 1993-94. If you are attending any of the above please feel free to give our Corporate Section a call for the best fare possible.

CALL: (416) 366-9774 Fax: (416) 366-1005



Toll free line has been opened up for RESERVATIONS ONLY 1-800-361-2364. Now is the time to firm your plans up. If your booking is for a family, let us know at time of contact. We do our best price-wise in these tough times. We know every dollar counts.

OOPS! During the week of September 6th to 13th some intermittent problems were experienced in the receipt of a few facsimiles. Just in case you sent a request and have not had a response please repeat your message. We'll get right on to it..... **PRIORITY.** Thanks



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